



Conducting IPS supervisions: Training for Senior Employment Specialists

Conducting effective client-based supervisions with IPS Employment Specialists is an essential part of delivering a high-fidelity IPS service, which in turn ensures that clients are successfully supported to secure and maintain jobs that they want.

This course focuses on how to carry out supervisions with Employment Specialists and takes into account items 7 and 8 of the Fidelity Scale. These items define what is required for both group and individual IPS supervisions and also for providing additional in-the-field support for Employment Specialists.

This course, specifically designed for Senior Employment Specialists who are not line managers, adopts a 'how to do it' approach which provides the knowledge, understanding and practical tools required to deliver effective IPS supervision support to Employment Specialists.



Delivered virtually:

3hrs, 15min Day 1

3hrs Day 2

This course is delivered virtually and will include pre-course reading and a small amount of homework between sessions 1 and 2.

The training will cover:

- The different types of individual supervision and how to provide them
- Group supervisions; how to prepare for and run them
- Working with attitudes and beliefs
- Field mentoring, tailored to match each Employment Specialist's needs
- Adapting your approach to suit each Employment Specialist's background/experience
- Modelling IPS good practice and helping supervisees overcome challenges/barriers to achieving it
- Harnessing help from multidisciplinary team members
- Making it work: For you, the Employment Specialist and their line manager

This course is aimed at Senior Employment Specialists who carry out IPS client-based supervisions to support Employment Specialists. Whether or not this is specified in their job description, attendees must have been delegated this task by their line manager or someone more senior within their service.

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

Note that if you are an IPS Team Leader then the course 'Leading for Excellence: Training for IPS Supervisors' is a more appropriate choice, because it has been specifically designed for your role, incorporating both supervision and wider aspects of your responsibilities.