

TRAINING COURSES BROCHURE

2025

YOUR IPS JOURNEY BEGINS WITH OUR TRAINING!



For over twenty years, we've been at the forefront of implementing high-quality Individual Placement and Support (IPS) in the UK. Our passion lies in empowering professionals like you to make a real difference in people's lives.

We offer a range of courses to train IPS workers and to develop the leadership skills of IPS managers.

Our comprehensive 2-day course *Doing what works: IPS training for employment specialists* will equip you with the knowledge and tools to support people into employment using the IPS model. You can further develop your IPS skills with our *Employer engagement* course

For managers, our course *Leading for excellence: Training for IPS supervisors* offers valuable insights and strategies to strengthen leadership skills and drive team success.

We look forward to welcoming you to our training sessions!

WHY CHOOSE OUR TRAINING?

- © **Expertise:** Our sessions are delivered by two trainers, so you get double the insight, knowledge, and practical know-how
- © **Interactive:** Engage in fun and lively sessions, group activities, and collaborative learning. Small training groups means everyone gets involved
- © **Impact:** By embedding good IPS practices, you'll help individuals overcome health barriers and achieve meaningful employment outcomes

OUR COURSE OFFER

Our courses are designed with interaction and engagement at the heart. We deliver our sessions in small groups so that everyone can get involved and enjoy the learning experience.

Open courses: Booked per-place, our open live online courses provide a great opportunity to meet, train and share information with people from IPS services across the UK. [View our training webpage.](#)

Group bookings: For an exclusive course, contact us! We can deliver group bookings live online, or in-person at your location.



IPS TRAINING

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| Doing what works: IPS training for employment specialists | £370 + VAT (£444 total) pp |
| Employer engagement | £210 + VAT (£252 total) pp |
| Supporting what works: training for teams hosting IPS | £210 + VAT (£252 total) pp |

IPS LEADERSHIP TRAINING

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| IPS implementation training for managers | £210 + VAT (£252 total) pp |
| Leading for excellence: Training for IPS supervisors | £280 + VAT (£336 total) pp |
| Conducting IPS supervisions | £210 + VAT (£252 total) pp |
| Advanced IPS team leader training | NHS funded: no direct fee to services. Application required |
| Coproduction training | NHS funded: no direct fee to services. Application required |

DOING WHAT WORKS: IPS TRAINING FOR EMPLOYMENT SPECIALISTS

This course is designed for newly appointed IPS workers and provides comprehensive training to equip you with the knowledge and tools support people into paid employment using the IPS model.

Within the span of two days, you'll learn the intricacies of the IPS model, from the initiation of a referral to vocational profiling, engaging employers, job placement and providing ongoing support, among other key steps. We'll explore the relevance of each of the 25 fidelity items and what best practice looks like.

Our courses thrive on active participation, delivered in small groups of up to 16 delegates. Everyone gets involved. We use a mixture of presentation, group work, discussion, breakout rooms, polls and homework to create an engaging learning experience.

The training will cover:

- ⦿ The 8 principles of IPS.
- ⦿ Integration with treatment teams.
- ⦿ The evidence for IPS.
- ⦿ The fidelity scale.
- ⦿ Overcoming barriers to employment.
- ⦿ Marketing and generating referrals.
- ⦿ Motivational tools.
- ⦿ Benefits advice.
- ⦿ Vocational profiling and action planning.
- ⦿ Disclosure.
- ⦿ Collaborating with other employment agencies.
- ⦿ Employer engagement.
- ⦿ Interview and job start preparation.
- ⦿ Ongoing support for employer and service user.
- ⦿ Case studies.
- ⦿ Ongoing personal development as an employment specialist.

We recommend attending this training once you've completed your internal induction and met the teams who'll be referring clients to you – as we'll talk about them during the training. It's best to attend this job training once you've started your role, so you can put the learning into immediate practice.



An interactive 2-day course



This course is accredited and certified by the CPD Certification Service as conforming to continuing professional development principles. Certificate number A014503

Testimonials:

"A very clear journey through the IPS process, a good balance of interactive content. It was helpful to have the training regularly relate back to fidelity scale."

"The whole employer engagement section was extremely helpful and has given me more confidence."

"Very worth while training, especially if you are new to the role, it gives a great overview of the job as an employment specialist as a whole."

EMPLOYER ENGAGEMENT

Level-up your employer engagement with this course.

Are you hearing things like 'apply online' or 'we're not hiring'? Are you making initial contact but things don't progress? No problem, this course has you covered. We'll show you how to navigate the common obstacles people face when out and about meeting local employers. We understand the challenges of employer engagement and we're here to help you overcome them.

During this interactive 1-day course, you'll learn how to make the perfect introduction to help your interactions progress to a follow-up visit. We'll teach you what to say, and what to hold back for later visits. We'll explore how you develop your relationships by asking the right questions.

By the end of the course, you'll be equipped to go out and build strong, lasting relationships with potential employers.

The training will cover:

- ⦿ The challenges of employer engagement and how to overcome them
- ⦿ Myth busting: the misconceptions of employer engagement
- ⦿ Making the perfect introduction
- ⦿ Progressing past the initial introduction
- ⦿ Managing employers' concerns (and yours)
- ⦿ Building relationships that feel natural
- ⦿ How IPS benefits employers
- ⦿ Sharing personal information with employers (disclosure)
- ⦿ ... and more

We recommend attending 'Employer engagement' training 2+ months into your role. By this point, you'll have had the chance to engage with employers directly, allowing you to bring real-life experiences and any challenges you've encountered to the training for discussion.

Before attending this one-day course, we suggest completing our 2-day 'Doing what works' course, which introduces the topic. The 'Employer engagement' course builds on that foundation, offering a deeper dive into building effective relationships with local employers.



Testimonials:

"Now, I will engage in meaningful conversations with employers without overthinking it in my head".

"The part of the training I found most helpful was overcoming employer concerns, introducing yourself to the employer and asking questions to build initial rapport".

"As a result of the training... I will not be afraid to book face to face visits with employers".

"This built my confidence to continue with face-to-face EE".

SUPPORTING WHAT WORKS: TRAINING FOR TEAMS HOSTING IPS

This course provides information and skills to mental health staff to enable them to support IPS workers in achieving successful client employment outcomes.

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.

An effective IPS service needs the involvement, support and understanding of the whole care team including clinicians, managers and the organisation in which it takes place.

This course can help new areas starting IPS as the course prepares the ground for a new IPS service. This course can also help existing areas where integration is proving difficult, which could have been highlighted in a fidelity review.

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 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.
- ⦿ This course is not appropriate for areas where employment support is not integrated with clinical support.



An interactive 1-day course



Testimonials:

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

IPS IMPLEMENTATION TRAINING FOR MANAGERS

This new, 1-day course is designed for IPS managers and team leaders who are preparing to deliver IPS as part of the Connect to Work programme. It introduces IPS and explores fidelity to the model from an implementation perspective.

The course thrives on active participation, delivered in small groups of up to 16 delegates where everyone gets involved.

This course is not suitable for employment specialists.

The training will cover:

- ⦿ The principles of IPS
- ⦿ Fidelity to the model
- ⦿ What is expected from employment specialists
- ⦿ What is expected from IPS team leaders and supervisors
- ⦿ Integration in the Connect to Work setting
- ⦿ Employer engagement using the IPS model



An interactive 1-day course

Testimonials:

"Clear, friendly, professional trainers. Allowed plenty of opportunity for questions, acknowledged peoples concerns and provided helpful responses".

"I have learnt so much that I can take away and implement ...and lots of actions on my action plan!".

"I found the whole day helpful and has improved my understanding of IPS".

LEADING FOR EXCELLENCE: TRAINING FOR IPS SUPERVISORS

This course will explore the essential elements of what it means to be a successful IPS supervisor or team leader, equipping you with the skills to effectively guide your service towards high fidelity.

You'll gain a clear understanding of your role and responsibilities - learning how to lead your team, how to access available resources, and support employment specialists in delivering high-quality outcomes.

This course assumes you already have a solid understanding of IPS, either through previous training (such as 'Doing what works') or experience as an employment specialist. 'Leading for excellence' builds on that foundation to help you step confidently into a leadership role.

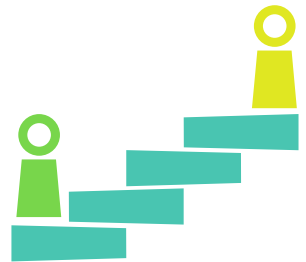
The training will cover:

- ⦿ The key success factors in IPS and what drives high performance.
- ⦿ The roles and responsibilities of an IPS supervisor.
- ⦿ Applying a strengths-based approach to get the best from your team.
- ⦿ Techniques for coaching and supervising employment specialists.
- ⦿ Managing difficult conversations.
- ⦿ Quality and performance management practices to achieve high fidelity.
- ⦿ Partnership working and building effective relationships with stakeholders to support your IPS services.

When to attend this training:

We recommend attending this training 1-2 months after starting your role. This allows you time to gain practical experience as an IPS supervisor, enabling you to contribute real-life examples during the course. Before attending 'Leading for excellence', you should complete the 'Doing what works' training or have a solid understanding of IPS principles and fidelity to the model.

An additional course is available to develop your skills in providing supervision of employment specialists. View our course called: 'Conducting IPS supervisions'.



An interactive 1.5-day course



Testimonials:

"[The trainers] were both clearly very knowledgeable on both IPS and leadership. I feel inspired now to go on and take lots of things forward from their training".

"The part of the training I found most helpful was the guidance on becoming a leader - supervision and how to give the best to your team".

"The part of the training I found most helpful was learning about supervision, handling difficult conversations, field mentoring & the resources shared. Also loved hearing others' thoughts on things and how I can adapt these into my role".

CONDUCTING IPS SUPERVISIONS



An interactive 1-day
course



Are you new to providing supervision or are you looking to enhance your supervision skills?

Conducting supportive and effective client-based supervision can increase overall job satisfaction of those you supervise, and in turn work towards achieving a high-fidelity IPS service, where IPS clients are successfully supported to secure and maintain jobs they want.

This course will help you develop your skills in providing excellent supervision to motivate and support employment specialists, giving structure and direction in how they can support IPS clients into work.

This course is aimed at anyone who carries out client-based supervisions to support employment specialists and provides the knowledge, understanding and practical tools required to deliver effective IPS supervision.

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 different personalities .
- ⦿ Adapting your approach to suit each employment specialist's background/experience.
- ⦿ Field mentoring, tailored to match each employment specialist's needs.
- ⦿ How to deliver effective feedback.
- ⦿ Modelling IPS good practice and helping supervisees overcome challenges/barriers to achieving it.
- ⦿ Harnessing help from multidisciplinary team members.
- ⦿ Providing additional in-the-field support.

Testimonials:

"I feel that I have been given the missing piece of the jigsaw to support my employment specialists more effectively, allow them time to identify solutions, monitor their performance and plug any gaps in our IPS service delivery".

"Trainers were lovely and explained subjects well, while giving great ideas to open our minds".

"I would definitely recommend the training to anyone else conducting supervisions".

ADVANCED IPS TEAM LEADER TRAINING

This newly developed 2-day advanced IPS team leader training course is funded by NHS England and designed for IPS team leaders or supervisors working in secondary mental health services.

You spoke, we listened... Created in collaboration by Centre for Mental Health, Social Finance, and IPS Grow, this course is shaped by direct feedback from IPS leaders like you. It builds on the foundation of the 4-day IPS team leader course, offering a deeper dive into the essential knowledge and leadership skills needed to drive high-performing IPS services.



The training will cover:

- ⦿ Team motivation & overcoming resistance to change
- ⦿ Exploring the GROW coaching model
- ⦿ Communication skills
- ⦿ Improving integration
- ⦿ Introduction to co-production
- ⦿ Creating more equitable services
- ⦿ Transition management & managing risk
- ⦿ Managing performance, team development



Eligibility

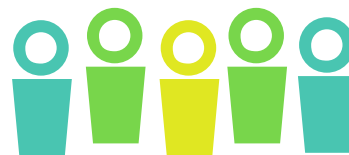
As this course is funded by NHS England you will need to be a team leader in an NHS trust delivering an IPS service for people in secondary mental health services. This course is open to both NHS staff and third sector providers. Application required via our website



CO-PRODUCTION TRAINING

Developed by Centre for Mental Health, Social Finance and IPS Grow.

This course is designed for team leaders and service managers in NHS funded secondary mental health services. It explores co-production and the importance of collaboration with people who have lived experience (PWLE). You will gain practical knowledge and skills to effectively engage and work alongside PWLE, ensuring their voices are integral to service development and delivery.



The training will cover:

What is co-production?

- ⦿ Understanding the principles and significance of co-production.
- ⦿ Exploring the benefits of involving PWLE in decision-making processes.



Recruiting People with Lived Experience (PWLE)

- ⦿ Strategies for recruiting PWLE.
- ⦿ Highlighting the benefits to PWLE of becoming involved in co-production.

Best Practices in working with PWLE.

- ⦿ Setting up and managing a local panel of PWLE.
- ⦿ Addressing reimbursement and payment issues.

Key co-production topics

- ⦿ Effective recruitment panels.
- ⦿ Developing and utilising case studies.
- ⦿ Creating service user-friendly materials.
- ⦿ Engaging speakers with lived experience.

This training will be delivered through a combination of interactive workshops and practical exercises, providing you with both theoretical knowledge and hands-on experience.

An interactive 1-day course

Eligibility

As this course is funded by NHS England you will need to be a team leader or service manager in an NHS trust delivering an IPS service for people in secondary mental health services. This course is open to both NHS staff and third sector providers. Application required via our website.



CENTRE FOR MENTAL HEALTH



TRAINING COURSES BROCHURE

Visit our website for more IPS information and resources.

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www.centreformentalhealth.org.uk/training

Prices are correct summer 2025