

Doing What Works: IPS training for employment specialists

How to prepare for your course

Your preparatory work will be used during group activities and breakout sessions. You can complete this work in the week leading up to the training. You don't need to wait until day one is complete before starting the homework for day two.

Homework to be used on day one

- ⦿ Read the overview of the 8 principles of IPS on the next page of this document.
- ⦿ Course manual page 8 & 9: Read Harry's case study and complete exercise part A.
- ⦿ Course manual page 37: Read John's background and list his barriers to work.
- ⦿ Course manual pages 41 - 48: Familiarise yourself with John by reading his vocational profile.

Homework to be used on day two

- ⦿ Course manual page 50 & 51: List the advantages and disadvantages for John of disclosing his health condition to employers, then draft a disclosure statement that John could use. John is comfortable sharing some information but does not want to reveal his exact diagnosis.
- ⦿ Course manual page 53: Draft an introductory statement you might use when meeting a new employer.
- ⦿ Watch this video demonstration of employer engagement at a hairdresser
<https://youtu.be/88PSNbE0Bm4>.
- ⦿ List some concerns that an employer might have about employing an IPS client. A common example is "will they be off-sick all the time?".
- ⦿ Optional reading: If you wish to enhance your understanding of IPS prior to attending training, you can read these documents: [IPS briefing document](#) & [Employment in addiction services](#) & [The evidence for IPS](#).

Overview of the 8 principles of IPS

IPS (Individual Placement and Support) supports people with health barriers into employment. It has 8 key principles, each of which is needed for the service to work well.

The principles focus on **rapidly** placing someone into a **paid** job that relates to their **personal preferences** and building relationships with local **employers** to do so. **Support** continues once the person gets a job and is provided together with **treatment** care and **welfare benefits advice**. IPS does **not exclude** anyone, meaning anyone who wants to work is eligible for employment support.

The service should be *Individual* to a person's needs and wishes; offer rapid *Placement* in work; and provide ongoing *Support* for as long as it is needed.

1. Competitive employment is the primary goal

The fundamental assumption should be that paid employment (part-time or full-time) is a realistic goal for everyone who wants a job, and the central goal of the service must always be paid employment.

2. Everyone is eligible

There is no 'eligibility criteria' for entry into IPS programmes beyond an expressed motivation to 'give it a try'. This should be irrespective of issues such as job readiness, symptoms, substance misuse, social skills or a history of violent behaviour.

3. Job search is consistent with individual preferences

Working closely with someone's personal interests and experience significantly increases the chances of them enjoying and retaining a job.

4. Job search is rapid

The job search should be started early (normally within one month) to get people into work quickly whilst they are motivated and interested in working.

5. Integration of employment specialists and treatment teams

One of the most crucial aspects of the IPS approach is the quality of joint working between employment specialists and the treatment teams. Employment specialists should be integrated and actively take part in assessment meetings.

6. Support is time-unlimited and individualised to both the employer and employee

The IPS approach is 'place-then-train', rather than 'train-then-place', and works to get an individual into work quickly, and then consider training needs once they are in post.

7. Welfare benefits counselling supports the person through the transition from benefits to work

Many IPS clients will be on some form of benefits, therefore it is essential to understand how working could affect an individual's current financial situation.

8. Employer engagement

High performing employment specialists build relationships with local employers, face to face, to make an ideal job match.

Adapted from the full paper "Briefing 37: Doing what works" by Centre for Mental Health.