

Working with schizophrenia What support services can do?

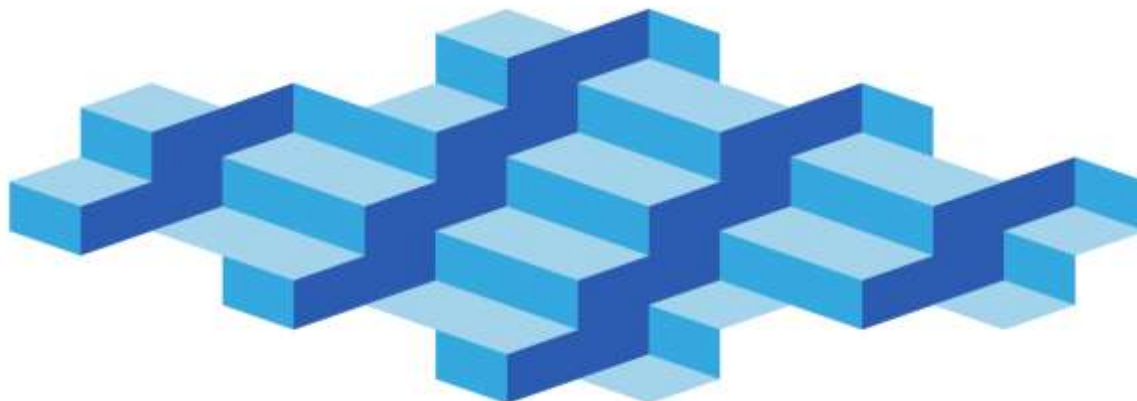
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The Work Foundation

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Chief Executive

Status Employment

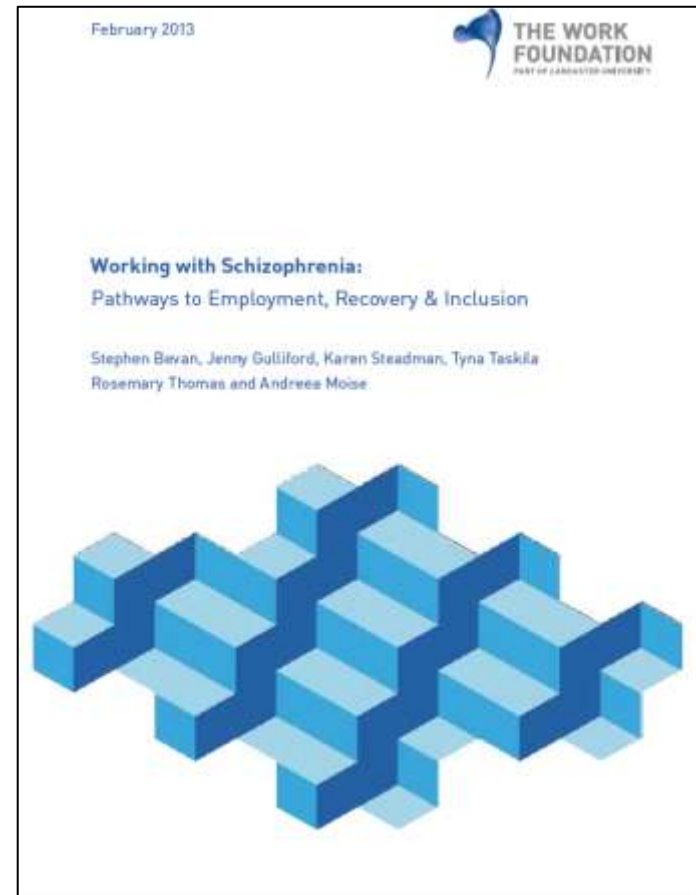


Report Launch

Launched in the Houses of Parliament on 6th Feb 2013

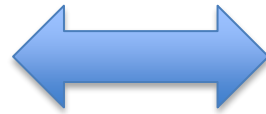
Speakers:

- Charles Walker MP
- Yvonne Stewart-Williams (lived experience)
- Steve Bevan (TWF)



Schizophrenia in the UK

- Severe form of mental illness
- Affects approx. 1% of UK population
- One of the leading causes of disability worldwide due to lifestyle factors and co-morbidities
- Societal costs estimated at £11.8 billion per year
- First onset commonly occurs during adolescence

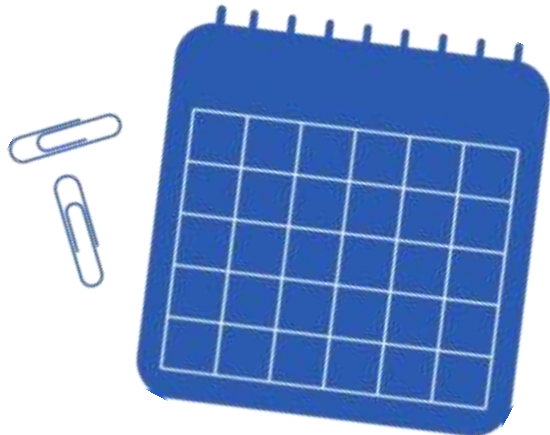


Considerable impact on education and employment opportunities

Many people are able and willing to work

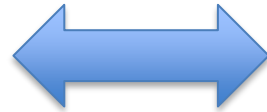
Work? For me it's waking up in the morning. Work for me is doing something that you enjoy, because when you enjoy something, no matter how tired you are, you will get up and do it

Lived experience, woman in her early twenties



Schizophrenia and Employment

- Employment rate of around 8% against a UK employment rate of 71%



- One of the highest unemployment rates among all vocationally disadvantaged groups



Employment bring great health benefits

“My health was a lot better then, it was a lot better, because I was doing a job that I was enjoying, obviously my health had improved”

- Lived experience, man in his early forties

“I think I feel a lot better when I am working because, I’ve been working at a bakery and even though I’m really bad at it, he said I’m on my last chance, basically when I’m working there I do feel better. Even though it doesn’t seem like, he doesn’t know anything about my mental health problems. But I do make a lot of mistakes and I’m distracted by my intrusive thoughts. But I’m still better there than I would be if I was at home”.

-Lived experience, woman in her late twenties

Study participants

- Telephone interviews with experts (n=20)
- Healthcare professionals, experts from patient groups, occupational health specialists, employment support workers, caregivers, friends, family members and employers
- The interviews focused on a range of clinical, occupational health and labour market issues, and intervention practices. We also wished to identify innovative policy and practice in the UK.



Results:

Impact of schizophrenia on employment

- Work is seen as an important part of recovery
- “The link between paid work and recovery, it’s very high on the agenda for mental health service users to get a job, to keep the job that they have”.
 - Vocational Manager
- Ability to work varies greatly by each individual

Quotes: Individual differences

“I would not say there was one particular type of work for people with schizophrenia. You’ve got to take into account their capacity, their motivation and intelligence – it varies. There is not one job that you could say people with schizophrenia are better at”

-Expert with Lived experience

“I really think it’s about helping to fit the right job to the person rather than the other way around”

- Nurse Consultant

Barriers to Employment

- Stigma and discrimination
 - Societal stigma: Low expectations
 - Self-stigma: Low motivation
- Welfare benefits and healthcare system
- Employer –related barriers

Quotes

Societal stigma

- “I think there’s a lot of stigma and damage associated with receiving a diagnosis of schizophrenia”.

- Psychological Therapist

- “There is a general belief that people with schizophrenia are not able to do things very well, that they will fail”

- Psychologist

Quotes

Self-stigma

“I’ve come across people who have low expectations of themselves because they’ve been told “you’ll never work” or “you’re going to have a life of taking medication and you’re not going to be able to live life to the full. So I think there are low expectations on people by others as well as by themselves”.

-Psychological Therapist

Welfare benefits and healthcare system

- “Benefits trap”

Fear of losing benefits/actual loss of benefits

- Health services

Work not seen as a clinical outcome

Quotes

Benefits trap

“If he can't get any more help he is losing out. I don't know if he's getting any more help from the housing benefit or tax credits. But if he's not getting those things then he's worse off. If he's not working then he'll get housing benefit paid and more and more housing benefit paid, so that's a disadvantage”.

- Family member

Quotes

Health Services Work as a clinical outcome

“It’s certainly something that I think mental health professionals at least now know that they should be asking clients about. I don’t think it happens as often as it should. I don’t think people are asked often enough. I think the expectations for people to get them back into paid employment and education are still too low”.

- Nurse Consultant

Employer related barriers

- Poor understanding of schizophrenia among employers and co-workers
- Legislation and company policy
 - Non-existent or ineffective management policies
- The work environment and line management
 - Facilitating disclosure or accessing support



- Availability of support and advice for employers

Vocational Rehabilitation

Individual Placement and Support model (IPS)

- Most effective method of helping people with severe mental health conditions into sustainable employment
- Job search is rapid and takes account individual preferences and skills
- Employment specialist and clinical teams work together and are located together
- On going support
- Employment specialist contacts employers and supports them

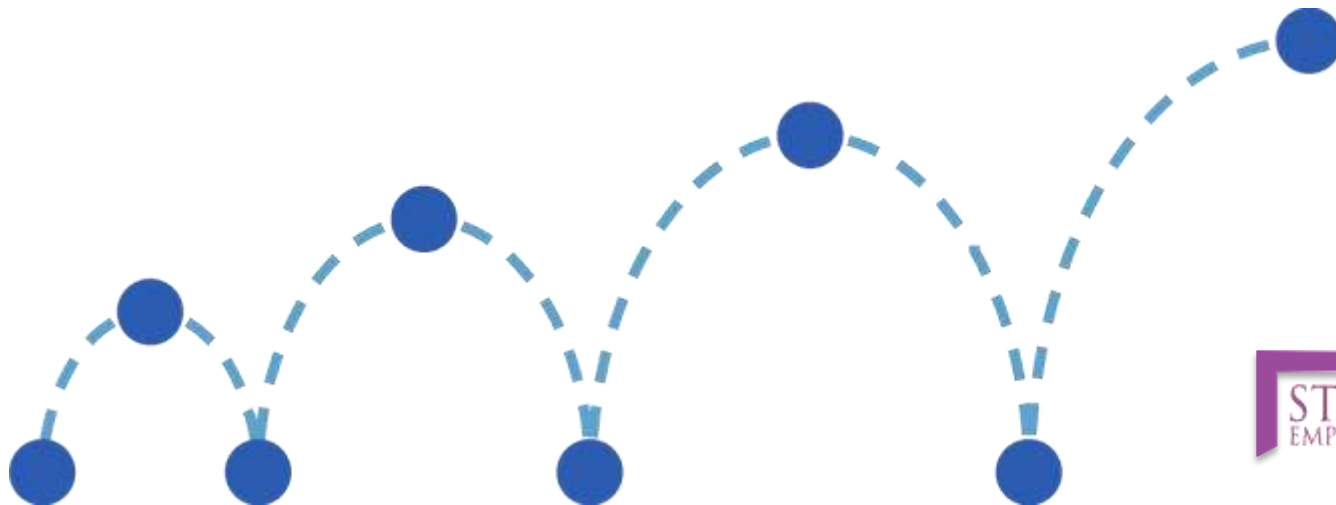


Quotes:

Individual Placement and Support model

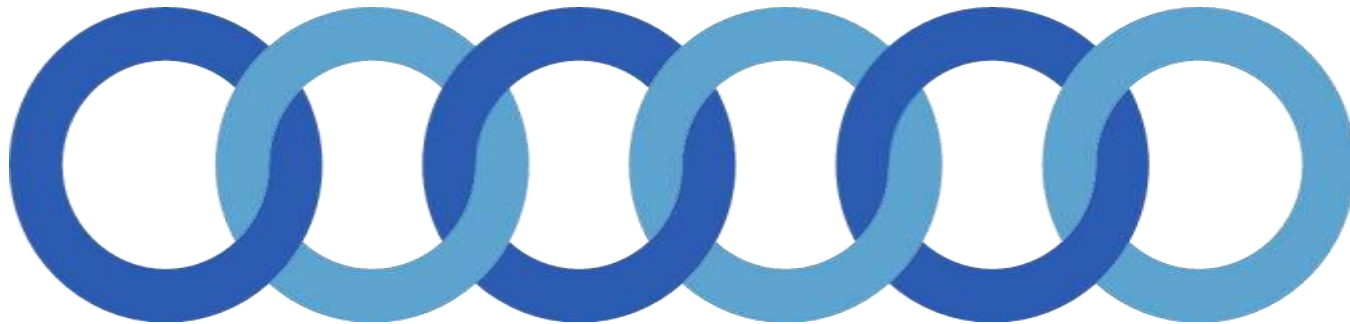
“They [employment support services] have given me guidance, they’ve give me support and they’ve provided the facilities as well as to help me look for employment and also they have assured me that I can do, they have given me that “can do” attitude which I apply”.

- Lived experience, woman in her early thirties



Conclusion

With better co-ordinated support and increased understanding of the condition and the importance of work for recovery, considerably larger numbers of people with schizophrenia could both gain access to, and remain within, the labour market.



Future actions

- “25 in 10”

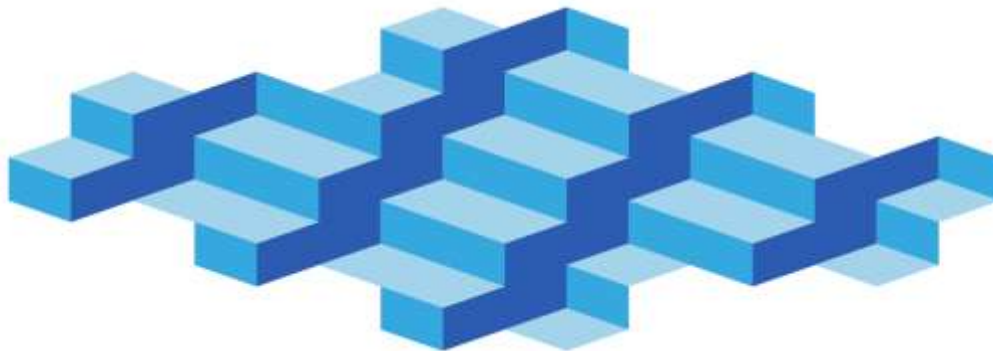
Establishment of a multi-disciplinary taskforce to design a plan for the UK to increase employment rates among people with schizophrenia to 25 per cent in ten years.

- Collaborating with various mental health charities, and BASE
- Hope to develop and test interventions to help support this goal.

Status Employment

Our mission and aim

- Our mission statement is
“Status Employment moving towards remaining and gaining work
- Aim is to improve the health and employment prospects of people living with enduring mental health issues.



What do we do?

- We have been a traditional Supported Employment agency since 1992.
- We always worked in a traditional, a very personalised way.
- We use vocational profiles, job analysis and customised support for the candidate, moving people into open employment.
- We have scored 69 on the IPS Fidelity Scale

How Do We Work

- Supported employment approach that involves assessing vocational skills and preferences relatively quickly for people receiving mental health services.
- Then to place people in employment, which are consistent with their abilities and interests, while being provided with on going support.
- Support is also provided to the employer in the workplace if necessary in order to ensure the retention of the job

Effectiveness of the programme I

- In the first year we achieved 11% job outcomes.
- By the second year we were getting 22% into work.
- We know get closer to 30% of registered candidates into work
- Our retention rate is constantly over 55%
- However, all candidates who engaged even if they had not found a job had moved towards social inclusion (e.g. going to college or engaging in hobbies and sport or doing voluntary work)

Why Is Physical Activity Important To Help Employment

- We found that many of our candidates after the initial interviews were still not engaging with the employment consultant.
- Once they were regularly engaging than success rates were good we needed to look at different ways of getting candidates to a position of applying for work
- Those Candidates who were engaging in sport were using health services less and retention was greater for those candidates.

Why Is Physical Activity Important To Help Employment

- We realised that many of our candidates who gained work were engaging in sport and playing in local football competitions
- Football plays a major cultural role in the UK. It attracts approximately 29 million people every year at live matches alone in addition to the millions who watch it regularly on television
- We therefore worked to begin with, with Charlton Athletic to offer a football, social inclusion and employment programme



Why Is Physical Activity Important To Help Employment

- There was a need for women friendly activities so that they felt comfortable in participating therefore funding for trapeze and drama was sought
- We did a pilot project in 2011 that offered a 6 week trapeze course alongside confidence building sessions and access to employment consultants.
- Within that period of time all the women who had embarked on the course had halved their Rosenberg depression scores.

Why Is Physical Activity Important To Help Employment

- Significant progress was made mentally and practically by participants. This included increased confidence levels which had a positive impact on their approach toward employment. Participants also felt that they could transfer their improved activity levels and focus more effectively on looking for work. Most felt that trapeze was an achievement that helped them to stand out, and potentially increase their self-confidence at an interview:
- Before the programme I couldn't see how I could possibly hold down a job. But I have gone from thinking "I can't do it" to "I can".

Why Is Physical Activity Important To Help Employment

- I feel it's turned my attitude around. It's made me think I'm obviously not too incapable. I feel motivated to go home and be positive about work and try and keep the feeling of focus from trapeze.
- With trapeze it's "just do it" and you learn to have a systematic approach, so I will apply that more to my job search
- One of the initial participants from the trapeze pilot is now the drama instructor



This Is Not Always Easy

- A typical case study
- X enrolled with Status in June 2010 started on the football course became ill disengaged. He enrolled again in April 2011, restarted the football course.
- In June of 2012 applied for a number of jobs but had an unsuccessful interview lost confidence and then disengaged
- Came back in November 2012, has been regularly attending job club is volunteering for a local advocacy group and is currently applying for a number of suitable jobs which he is hopeful for he still plays for the football team which he says gives him focus

Case Study

- Mr Y had very low expectations of what he could achieve; he did not expect to gain meaningful employment as he had been unemployed for a few years. Initially he appeared not to have great faith in receiving much support /service back into the workplace.
- I was able to get an idea of what Mr Y's ambitions and work goals were for the future by working through the vocational profile with him. This gave me an indication of the direction we could take to make these ambitions a reality.
- Mr Y had decided that initially he did not want to enter back in to the labour market and decide to try for voluntary positions and enter further education. He went on to attend two history courses, these courses helped improve his level of self esteem and confidence.

Case Study

- Whilst working with Mr Y over a period of time many factors both personal and medical had a massive impact in the job search process. One of the biggest difficulties was dealing with benefit issues. Mr Y was invited to a medical to assist with his benefit claim. This had a massive impact on Mr Y and his self harm increased to new levels.
- During this time I worked very closely with his CPN, having this good working relationship made it possible for us to support Mr Y through this period. I was able to attend meetings with his support network and had regular phone contact with his CPN.

Case Study

- Due to completing an in – depth profile we were able to seek suitable employment in the right environment. Mr Y gained employment where we were able to introduce his support strategy that allowed on and off the job support. He stayed in this job for over year but has now moved onto full time employment in a research company in the city
- Mr Y moved into a new relationship and has now married and is expecting his first child.

Funding

- One of the biggest challenges is funding this work there is very little mainstream funding available either through the DWP, Primes or the CCG'S.
- At Status Employment we use money that we receive from the CCG in both Croydon and Lambeth and we apply for trust fund money that enables us to fund the more health and social side which in our view leads to sustainable jobs.
- In effect we locally joint commission the money to offer a more holistic service to our candidates. Whilst this remains the challenge it will be hard to improve the current employment rates for candidates

Thank you!

- All the experts and people with lived experience
- Research team: Stephen Bevan, Jenny Gulliford, Karen Steadman and Rosemary Thomas
- All candidates at Status Employment

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