Individual placement and support from Prison

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The Centre for Mental Health
- Research & policy = improvement

Criminal Justice Programme
- Diversion - all stages (prevention to re-entry)
- Youth Justice
- Gangs
- Employment of offenders

Employment Programme
- Individual placement support
Enable

- Enable is Shropshire Council’s supported employment service
- Mental health supported employment - IPS services in Shropshire and Telford.
- Mentally ill offenders – employment service with the Centre for Mental Health
- Learning disability supported employment – Shropshire and Sandwell
- IPS training services
Helping people into work: what's available

- Work Programme
- Work Choice
- Local mental health employment teams – including IPS teams – funded by NHS and / or LA’s
- Social firms, club houses, care farms
- Personal budgets
Work is good for you

- Work improves mental and physical health (Waddell and Burton, 2007)
- Unemployment brings a loss of structure, purpose and identity (Bennet, 1970, Anthony et al 1984, Collis and Ekdawi, 1984)
- Around 90% of service users of mental health services want to return to work (Grove, Secker and Seebohm 2005)
- Work is a key mechanism for social inclusion and recovery (Shepherd, Boardman and Slade, 2008)
- Returning to work significantly reduces the need to use mental health services (Wing and Brown, 1970, McKeown et al, 1992)
Individual Placement & Support (IPS)  

- Evidence based approach to mental health employment that produces the best results
- Devised by Dartmouth College, New Hampshire (Robert Drake, Deborah Becker and Gary Bond)  
  http://sites.dartmouth.edu/IPS/
- www.centreformentalhealth.org.uk/employment
- Sole emphasis is on paid employment
- Place and train - not train and place
IPS’s 8 evidence based principles

- Eligibility is based on individual choice – no exclusions
- Employment support is integrated with treatment
- Competitive paid employment is the goal
- Rapid job search (within 4 weeks)
- Job finding, and all assistance is individualised.
- Employers are approached with the needs of individuals in mind
- Follow along (in work) support is continuous
- Financial planning is provided
The evidence for IPS

- Individual Placement and support
  - 16 published Randomised Control Trials
  - US studies - ‘individual placement and support’ approach to supported employment
  - Far superior outcome rates (50 – 70% real jobs)
  - Wanting to work – the key factor
  - Tested internationally and with challenging populations
Employment & offending

- Employment rate for people with mental health problems in the community is 7.2%...for those leaving prison?????
- 2011-12 27% of prisoners entered employment on release
- Supporting people into employment quickly after prison reduces reoffending by up to 50%
- Reoffending costs the economy £11 billion
- People in the criminal justice system with mental health problems have been routinely excluded from vocational rehab programmes
The Project (1)

Partnership

- Centre for Mental Health
- Enable
- South Staffordshire & Shropshire Healthcare NHS Foundation Trust
- University of Nottingham
- HM Prison Service
- SOVA
The Project (2)

Funders
- John Paul Getty Junior Charity
- Henry Smith Charity

The Prisons
- Originally 3 prisons
- Now expanded to 7 across West Midlands

Three years pilot with strong research element – control group
The results to date

- Total No of referrals – 107
- No. referred but currently still serving – 26. Initial meet and VP carried out.
- No. seen but disengaged on release (either due to recall/reoffending or other issues) – 40.
- No who actively engaged on release – 31
- No of job interviews obtained – 37
- No of job paid outcomes obtained - 25
The Challenges

- Transforming rehabilitation
- Re-rollement of local prisons and the introduction of resettlement prisons
- First day and first few weeks support
- Gaps in Mental Health services
- Changes to NPS and introduction of CRC’s
- Low level expectation from both professionals and individuals
Thank you

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