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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

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- ❑ 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

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Helping people into work: what's available

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- ❑ 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

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Work is good for you

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- ❑ 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)

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Individual Placement & Support (IPS)

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- 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

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IPS's 8 evidence based principles

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- ❑ 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

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The evidence for IPS

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- 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

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Employment & offending

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- ❑ 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)

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□ Partnership

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

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The Project (2)

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- 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

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The results to date

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- ❑ 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

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The Challenges

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- ❑ Transforming rehabilitation
- ❑ Re-rolament 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

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Thank you

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