Individual Placement and Support

Current developments

Jan Hutchinson
Centre for Mental Health

- IPS research and evaluation
  - IPS for offenders with Enable
  - Poppy Factory supported employment

- Publications
- Training
- IPS Fidelity Reviews
Supporting IPS - the last 5 years

- Enable – West Midlands Improve
- IPS in IAPT
- ‘Making IPS Work’
- 100 People
- IPS in London funded by City Bridge Trust

- Mental Health Five Year Forward View
Recommendation No 5: By 2020/21, NHS England and the Joint Unit for Work and Health should ensure that up to 29,000 more people per year living with mental health problems should be supported to find or stay in work through doubling the reach of Individual Placement and Support (IPS). The Department for Work and Pensions should also invest to ensure that qualified employment advisers are fully integrated into expanded psychological therapies services.

Response: The Government accepts this recommendation......NHS England has committed to doubling access to individual placement and support (IPS), enabling people with severe mental illness to find and retain employment.
Baseline Audit

- Identification of current services for people with SMI
- Expert Reference Group
- Design a data capture tool
- Send out to all NHS Trusts, Local Authorities, third sector/independent providers
- Benchmark services and regions against one another
2017 Employment Support Stocktake

92 teams
providing employment support in England took part in the stocktake

18,557 service users
Accessed employment support in 2016/17

4,560 paid jobs
were achieved with the help of employment support services in 2016/17

Referrals
14,602 referrals were received last year and 89% of these were accepted

Waiting Lists
507 people were on the waiting list for employment support on 31st March 2017

Long term jobs
60% of jobs were sustained for at least 6 months

Workforce
440.7 WTE work in employment support in England

Ongoing support
Once placed in a job, teams offer support for 1 month to 1 year depending on the model

Exclusion Criteria
Some teams have criteria relating to CPA or drug/alcohol issues
How many IPS services currently exist?

- Small caseloads (20)
- No-one excluded
- Employment support and treatment are fully integrated
- Job search is rapid and intensive
- Minimal pre-work training
- Personalised job search
- Engaging with employers
- Long-term support in work

Individual Placement and Support
The 8 principles
Funding for doubling access

- Guidance and bidding documents end November??
- Wave One Funding – April 2018 for 2 years
- Wave Two Funding – April 2019 for 2 years
- Building on areas where IPS is well established
- Supporting areas wanting to develop IPS
- Implementation support
  - Training
  - Toolkits
  - Hands on consultancy
What types of services will we invest in?

Consideration for all of the following:

1. Those IPS services which already established (e.g. Centres of Excellence) which can demonstrate how they will expand and/or strengthen their current IPS services to reach more people with serious mental illness.

2. Those services who already have fair fidelity supported employment services, and who can use the additional funding to ‘boost’ them up to good IPS fidelity.

3. New services in areas of the country which do not have access to IPS, but can demonstrate how they will successfully set up.

This is subject to NHS England sign-off
Success factors

- Bids from a Sustainability and Transformation Partnership area
- Enthusiasm for local IPS – previous initiatives
- Showing links to established best practice
- Plan for successful roll out
- Clear process for recruiting, embedding, training staff
- Exit plan – sustainability through local commissioning
Where are the best IPS services running?

The IPS Centres of Excellence are:

Barnet
Bradford
Central & NW London
Devon
Dudley/Walsall
Essex
Lincolnshire
Manchester

Merseyside
Nottingham
Shropshire
Somerset
Staffordshire
Stoke on Trent
Sussex
Worcestershire

Several high fidelity services across Scotland
Resources to support bids and implementation

- Identify your STP [https://www.england.nhs.uk/stps/view-stps/](https://www.england.nhs.uk/stps/view-stps/)
- NHS England Regional leads
- New webinars
- Centre for Mental Health website/Twitter @CentreforMH
- IPS GROW
  - Guidance
  - Resources
  - Opportunities
  - Workforce
Resources Centre for Mental Health website

https://www.centreformentalhealth.org.uk/ips-resources-index

- Research evidence
- Setting up a service
- Marketing
- Referrals
- Benefits planning
- Employer engagement
- Job placements
- Ongoing Support
- Improving outcomes
Thank you

Jan Hutchinson
07890 519302
jan.hutchinson@centreformentalhealth.org.uk
@Jan_CMH