

## From prison to work

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# Enable: what we do







- IPS in IAPT (previously)
- Thrive IPS in Sandwell
- Other supported employment services in Shropshire and Wolverhampton
- Work and Health sub contractor
- Transitions and work
- BBO employment



- Promote understand mental illness
- Promote mental health & wellbeing
- Challenge inequality & disadvantage
- Drive through change and improvement to policy and practice
- Amplify the real experiences of those most
- Shine a light on world class services and Innovation







- Only 6% prison leavers are helped into employment on release (a further 11% get jobs themselves)
- Being in work a major factor in desistance
- Employment also supports mental health recovery for many
- Yet prisoners with mental health problems often excluded from existing employment & training programmes

#### Individual Placement & Support



- 'Place then train' approach to supported employment
- Strong evidence base from 17 international trials
- Now widely used in NHS mental health services
- Also tested in addiction services, primary care and with armed forces veterans

#### IPS principles







- No exclusions
- No compulsion
- Rapid, assertive job search based on preference & ability
- Co-located with health support
- Benefits advice
- Time unlimited support in work

#### The Plan



- Engage in prison, help in the community to find a job
- Work with referrals from the Prison In Reach team of (the then) SSSFT
- Work with people discharged from 3 Midlands prisons

- Work across a 60 mile radius from each prison
- The team
  - IPS Team leader, 2 x Employment Specialists
  - Started with 1, increased to 3

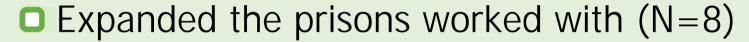
Changes (1)



- Launched at the time of biggest shakeup of criminal justice system
- Transforming Rehabilitation launched
- Prison roles changed
- Probation / offender management changed
- Changed the areas where people were discharged to.

Changes (2)



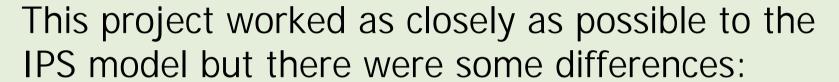


Also referrals from:

- offender management Units
- Voluntary organisations
- National probation Service
- Integrated Offender Management Teams
- Project researcher







- Relationships with prison based mental health workers and CMHT's
- Working with non-employment issues
- Geographical patches







#### Collaboration with:

- JP Getty Charitable Trust, Henry Smith Charity and Garfield Weston Foundation
- Enable
- Sova
- South Staffordshire and Shropshire Healthcare NHS Foundation Trust
- HM Prison and Probation Service
- University of Nottingham

#### Implementation





- Worked with eight prisons in the West Midlands (including one women's prison)
- Employment specialists got referrals through prison mental health services
- Support provided before and after release: adapting IPS to meet specific needs
- Total of 128 referrals, 54 people fully engaged & met criteria and 21 (39%) got competitive employment

#### Challenges



- Transforming Rehabilitation
- Unpredictability of release dates and locations
- Lack of continuity of care following release: only 9 of 63 people referred by inreach teams got help from community mental health services
- Importance of meeting basic needs and stability: money and shelter
- 'compliant' clients

# Service user experiences



- "I just wanna...be able to earn money, get a decent wage, have my own place with my partner and be able to do things... You can' do anything on benefits."
- "This is the first time I've ever had support so it's given me more confidence, knowing that there is support out there..."

Recommendations
(1)
enoble

### Centre for Mental Health



- Government and executive agencies should commission larger-scale adapted IPS pilot
- HMPPS should review and adapt existing employment & training schemes using IPS principles
- The Health and Work Programme should adopt IPS principles
- No one should be mandated to participate in employment programmes

Recommendations
(2)
Centre for
Mental Health

- NHS and Probation services should be mandated to deliver continuity of care for prison leavers with mental health problems
- Anyone on inreach caseload should be supported proactively by community mental health services
- For those below threshold, adapted primary care/IAPT offer should be provided



# Thank you

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http://www.enableservices.co.uk/

www.centreformentalhealth.org.uk