From prison to work

Graham Durcan & Jonathan Allan
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
Why focus on employment?

- 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
‘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.
- Expanded the prisons worked with (N=8)
  Also referrals from:
  - offender management Units
  - Voluntary organisations
  - National probation Service
  - Integrated Offender Management Teams
  - Project researcher
This project worked as closely as possible to the IPS model but there were some differences:

- Relationships with prison based mental health workers and CMHT’s
- Working with non-employment issues
- Geographical patches
Testing IPS with prisoners

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
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
“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’t 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)

- 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)

- 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

jonathan.allan@shropshire.gov.uk
graham.Durcan@centreformentalhealth.org.uk
http://www.enableservices.co.uk/
www.centreformentalhealth.org.uk