

NHS England National Individual Placement and Support (IPS) Expansion

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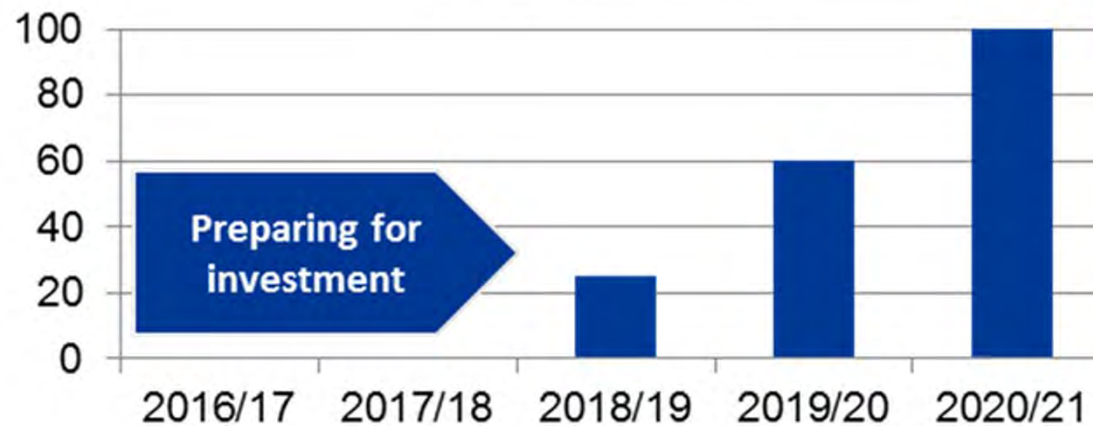
28/11/2018



The Mental Health FYFV target

NHS England has committed to doubling access to Individual Placement and Support (IPS) services by 2020/21 enabling people with SMI to find and retain employment.

IPS: % increase in access to IPS employment support (from baseline)



2016/17	2017/18	2018/19	2019/20	2020/21
Baseline audit of IPS provision undertaken	STP areas selected for targeted funding	25% increase in access to IPS	60% increase in access to IPS	100% increase in access to IPS

NHS Benchmarking Baseline Data Collection

Service Location

- Shows office location for submissions received
- Some services cover wide geographical areas
- Colour coded by NHS England region



Summary

94 teams

providing employment support in England took part in the stocktake



19,709 service users

accessed employment support in 2016/17



5,140 Paid jobs

were achieved with the help of employment support services in 2016/17



15,226 referrals

were received last year and 89% of these were accepted



Waiting Lists

618 people were on the waiting list for employment support on 31st March 2017



Long term jobs

70% of jobs were sustained for at least 3 months



443.7 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



Service users being supported

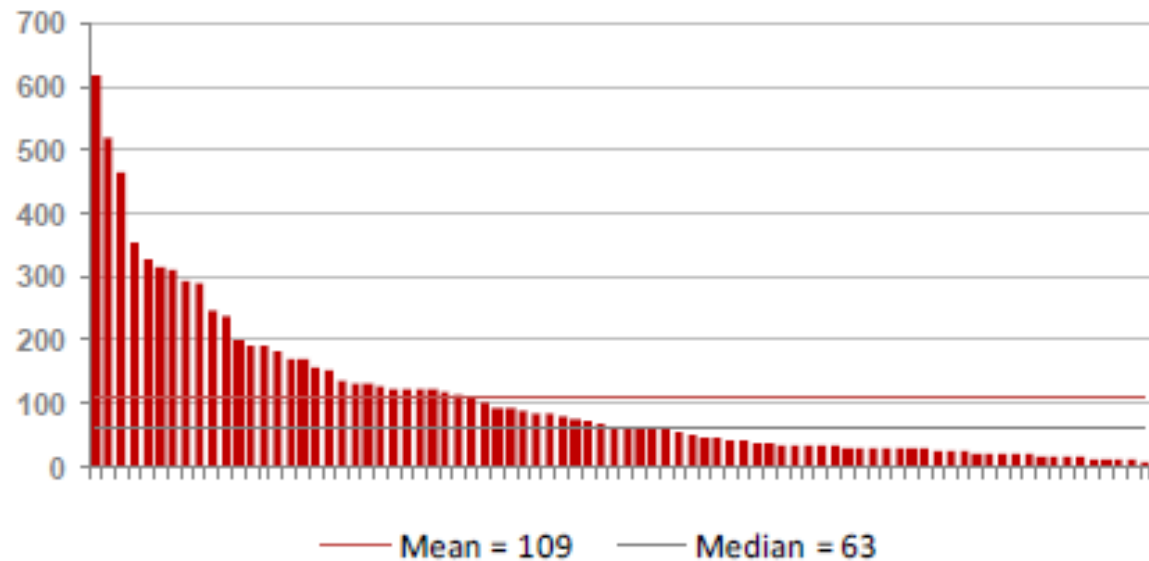
Service users on the caseload on 31st March

Includes job seeking and job retention

Range from 10 to 600 per team (not benchmarked)

Where population data was available, this showed an average of 24 service users being supported per 100,000 population.

Number of service users (total) being supported as of 31/3/2017

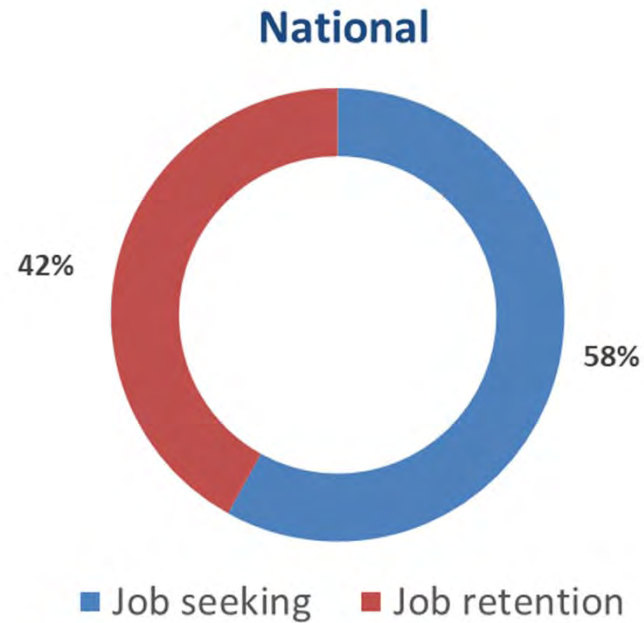


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Job seeking vs job retention (patients on caseload)



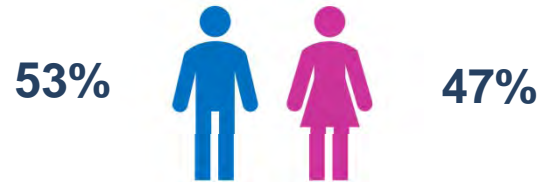
IPS includes...

Placing people in jobs and supporting them to remain in those jobs, but not supporting people to retain jobs they did not obtain via IPS.

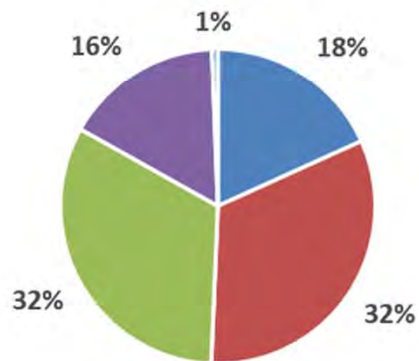


National Service User Profile

Gender



Age



Ethnicity

National Position



National unemployment



White Mixed Asian or Asian British Black or Black British Other Ethnic Group



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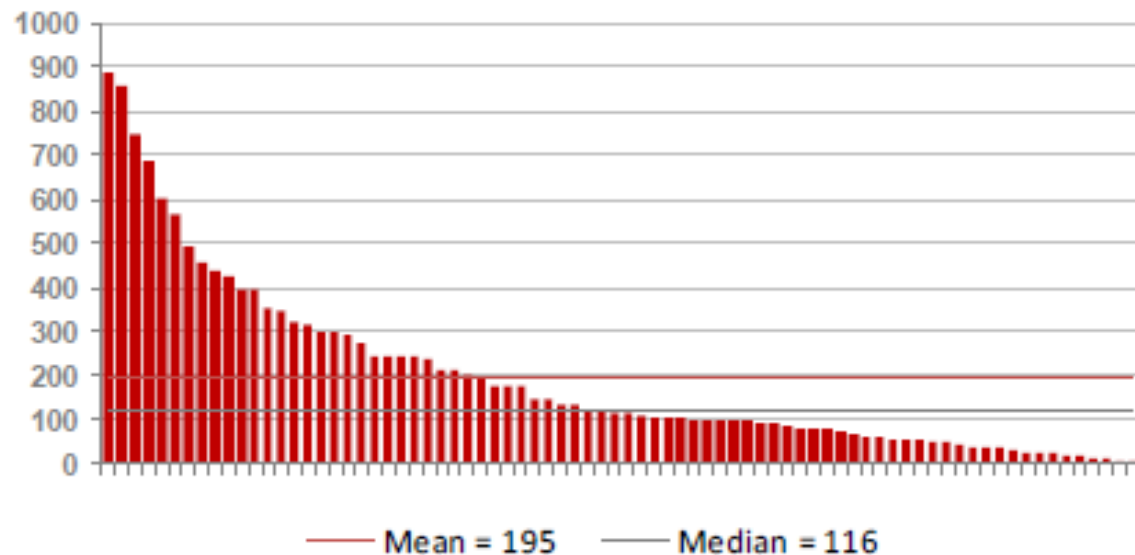
Referrals to Employment Services

In total, **14,602** referrals were received during 2016/17.

Teams reported receiving an average of **195** referrals during 2016/17.

Where population data was available, teams reported an average of 85 referrals per 100,000 population.

Number of referrals received during 2016/17



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Referrals to Employment Services

Range in acceptance of referrals.

Around 1/4 of Employment Support teams accept 100% of referrals.

National average = 87%



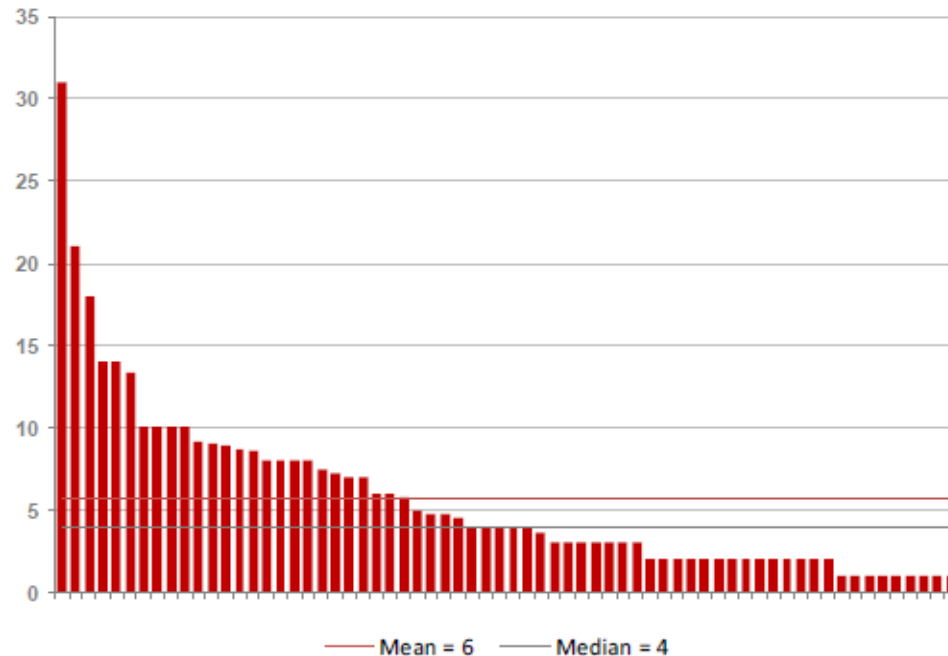
Access: Waiting lists

Waiting list data shows **507 service users** were on the waiting list on 31st March.

Some variation in how waiting lists were calculated e.g. awaiting assessment or assessed and awaiting a case worker.

Participants reported a median position of 4 weeks from referral to first appointment with the team. This is comparable to initial waits to access Generic Community Mental Health Teams.

Average waiting time - referral to first appointment (weeks)



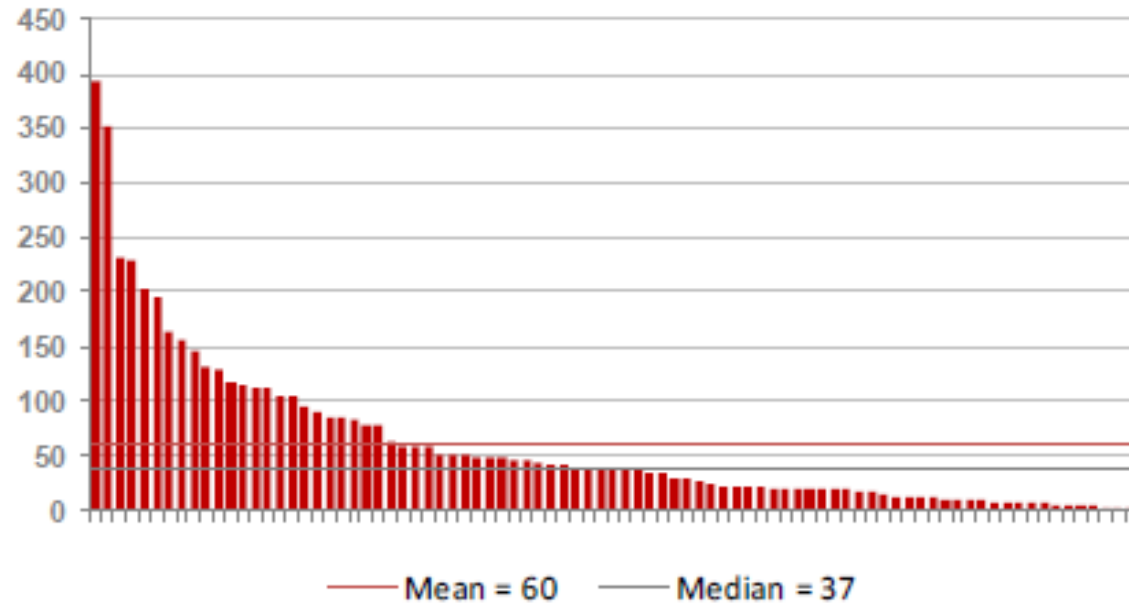
Jobs achieved

5,140 paid jobs achieved last year, ranging from fewer than 10 to nearly 400 per team.

The median position reported was 37 per team.

In part, depends on team focus e.g. job seeking vs. job retention.

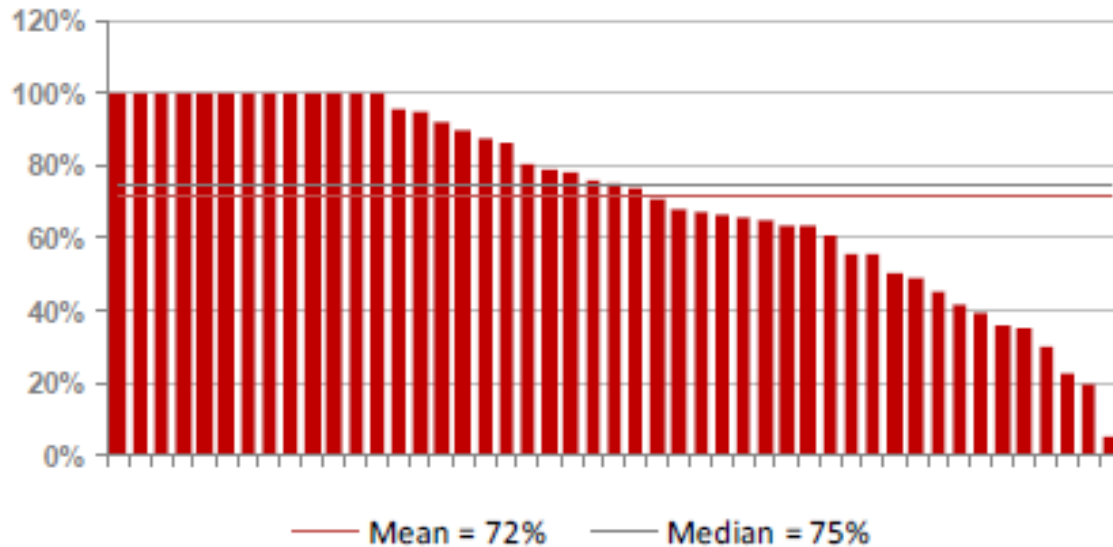
Paid jobs achieved 2016/17



Jobs sustained – 3 months

On average, 72% of jobs achieved are sustained for at least 3 months.

Percentage of paid jobs sustained for at least 3 months



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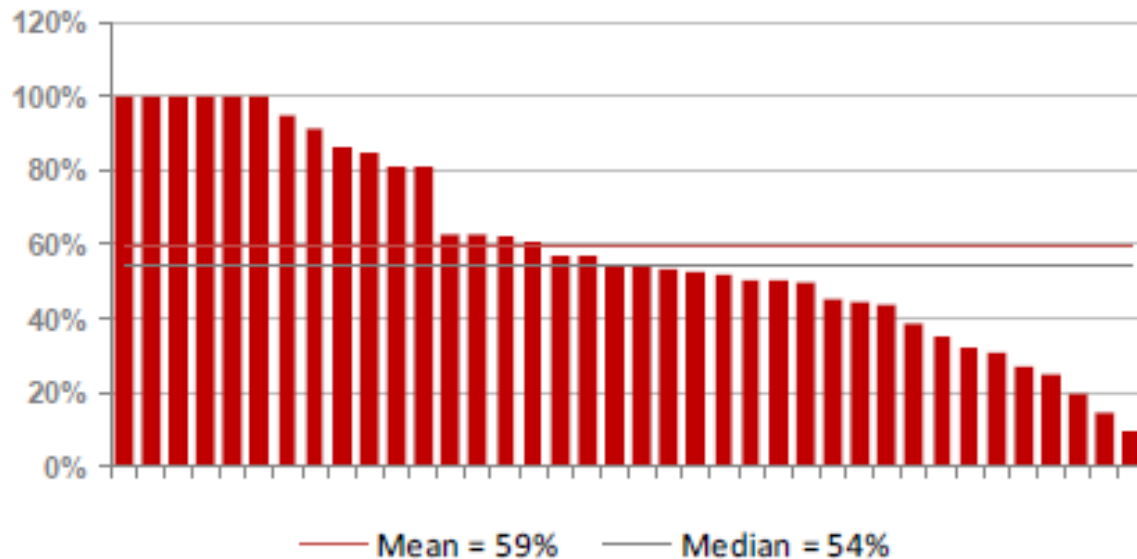
Jobs sustained – 6 months

On average, 60% of jobs achieved are sustained for at least 6 months.

Thus, jobs sustained for 3 months are likely to continue until at least 6 months.

Most jobs (58%) are for at least 16 hours per week.

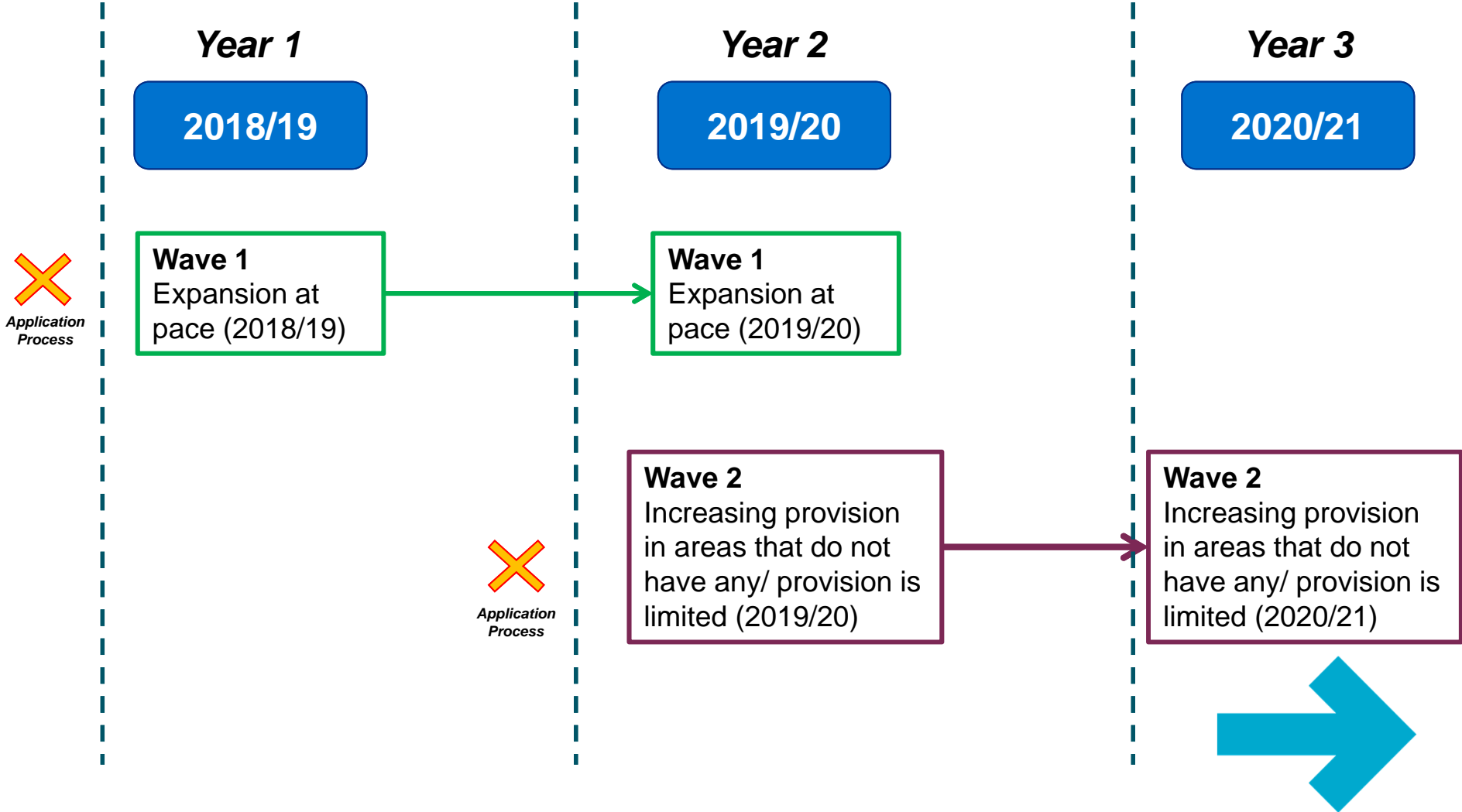
Percentage of paid jobs sustained for at least 6 months



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NHS England Investment Strategy





21 STPs awarded Wave 1 NHS England transformation funding



Investment in IPS: Wave 1 funding (2018/19 – 2019/20)



STP
Bedford, Luton and Milton Keynes STP
Black Country and West Birmingham STP
Buckinghamshire, Oxfordshire and Berkshire West STP
Cheshire & Merseyside STP
Devon STP
Frimley STP
Herefordshire and Worcestershire STP
Lincolnshire STP
Mid and South Essex STP
North East London STP
North West London STP
Northamptonshire STP
Shropshire STP
Somerset STP
South East London STP
South West London STP
Staffordshire and Stoke on Trent STP
Suffolk & North Essex STP and Hertfordshire & West Essex STP
Sussex and East Surrey STP
West Yorkshire and Harrogate STP

These STPs have been awarded transformation funding in Wave 1, as they have existing high-quality, independently assured IPS services that will expand at pace over the next two years to good fidelity.



Wave 2 process – Proposal

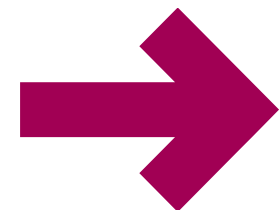
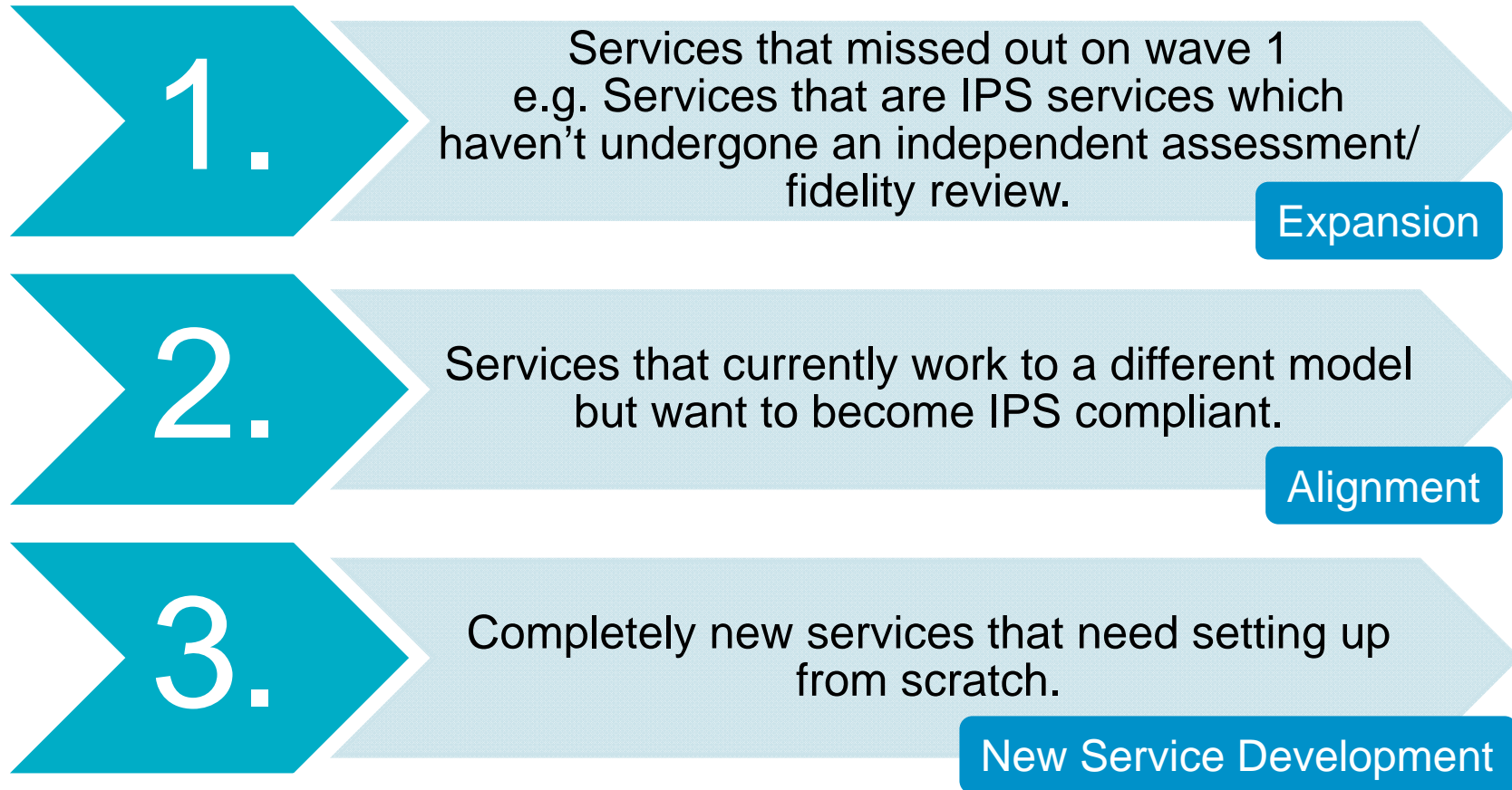
1. In order to better manage demand, we will request **invitations of interest** up front, to help us manage funding. The expression of interest will be requested in the autumn and we will allow areas time to return an initial proposal form to us outlining:

- Current service provision and set up;
- Fidelity review and scores plus dates of reviews;
- Outline of initial plans for expansion;
- Numbers seen at present;
- Accurate estimates of numbers to be seen;
- Rough estimate of costs required

2. This would be followed by a second part to the proposal (likely in January again), which would ask for responses, similar to Wave 1, covering:

- Approach to reducing inequalities;
 - Approach to coproduction;
 - Plan for workforce development;
- Systems for monitoring on activity and outcomes;
 - Plans for sustainability of the services.

Wave 2 process – Proposal (2)



IPS support initiative – Phase 1

- In order to support the growth of high quality IPS services, the Joint Work and Health Unit funded the ‘discovery phase’ of an initiative in 2017/18. Led by Social Finance and a consortium of IPS experts, they developed materials and a website:
 - For service delivery;
 - For service users;
 - For commissioners;
 - For prospective IPS staff
- The initiative is known as ‘IPS Grow’, and the outputs of this programme can be found under <http://ipsgrow.org.uk/>.



IPS support initiative – Phase 2

- In order to ensure that more people in the UK are able to **achieve job outcomes through the growth of consistently high quality IPS services**, NHS England and the Joint Work and Health Unit intend to invest in a comprehensive support programme in 2018/19 and beyond.
- The support offer will include 3 different areas of activity:
 1. **Hands-on implementation support** from a network of IPS experts;
 2. A **workforce development programme** to support recruitment and training of IPS staff;
 3. Developing, cascading and embedding **tools to facilitate effective reporting, monitoring and evaluation** the support provided by IPS services.
- This programme of work is currently undergoing national procurement processes.





Department
of Health



Department
for Work &
Pensions



NHS
England

Primary aims of EA in IAPT

- **To more than double the number of EAs within IAPT services**
- **Increase the provision of combined mental health treatment and employment support, and standardise and improve the quality of employment support provided in IAPT services**
- **To assess the impact of Health and Employment outcomes of additional EAs ahead of potential bids to finance the roll-out of the programme nationally if it proves successful**
- **To allow IAPT therapists currently undertaking employment support to return to providing therapy increasing the clinical capacity of IAPT services**

Progress in meeting these aims

Doubling the number of EAs working in IAPT services:

- **This aim was reached in February 2018 and we now have over 180 EAs and SEAs in post well in advance of the 127 whole time equivalent EAs in post in 2015**

Providing more combined psychological treatment and employment support:

- **Over 1,000 people a month starting employment support in each month since May 2018**
- **More than 70% of these people are in wave 1 sites**

Standardise and improve the quality of employment support:

- **Competency Framework, Training Needs Analysis of Wave 1 EAs, Learning Outcomes completed and Draft Curricula being agreed with training provider.**
- **Training Course Provider in place and EAs being registered to take part in training.**
- **Training for new and existing EAs in wave 1 services due to commence on 03 December 2018 and complete by 31 March 2019**

Progress in meeting these aims

Improve mental health and employment outcomes for people by providing combined psychological treatment and employment support:

- **Changes made to IAPT Minimum Data Set to better collect and report employment data items, further improvements will be part of IAPT Data Standard V2 update.**
- **Evaluation underway although much work is needed to encourage clients to take part in evaluation so that we get enough people involved to add the necessary power to our analysis to get concrete results**

Bid for Spending Review funding to extend EA in IAPT to all IAPT services in England:

- **Bid submitted to continue to fund Wave 1 and Wave 2 sites until 31 March 2021**
- **Bid submitted to extend EA in IAPT to all IAPT services during next Spending Review period. This will be dependent on positive evaluation outcomes.**

Increase IAPT therapy provision capacity by removing need for therapists to provide employment support

- **We will be speaking to services to establish whether the provision of employment advisers has had a positive impact on the productivity of services**

Next steps

Recruitment

- **Complete the recruitment of wave 2 SEAs and EAs by 31 December 2018**
- **Continue to match therapist expansion with extra EAs to maintain the 1:8 ratio in both wave 1 and wave 2 sites**

Training

- **Complete the Training Curriculum with the Training Provider**
- **Deliver the training for wave 1 EAs and SEAs**
- **Learn lessons from Wave 1 training, update course and deliver training to Wave 2 EAs and SEAs**

Review first year of wave 1 operation

- **Complete the survey**
- **Host a visit from your Relationship Manager to discuss the content of the survey**
- **Results and lessons learnt from the review will be shared with Wave 2 sites**

Comments?

Questions?

