

**INDIVIDUAL PLACEMENT AND
SUPPORT (IPS) FOR
EMPLOYMENT
MILAAN/14 & 15 MEI
THERESE VENEMA**



INTRODUCTION



Therese Venema

Representing Mental Health Europe

Occupation: Coordinator IPS / Employment advisor at Lister

Lister = Mental Health Care provider for ‘sheltered housing’
for People with severe mental illness



WHO WE ARE



We are an **European non-governmental network organisation** committed to:

- the **promotion** of positive mental health,
- the **prevention** of mental distress,
- the **improvement of care**, advocacy for social inclusion and the protection of the rights of (ex)users of mental health services, persons with psychosocial disabilities, their families and carers.

« We advocate for **positive mental health and wellbeing** and for the **rights of people living with mental ill health** and we raise awareness to **end mental health stigma** ».



30

years of advocacy



73

member organisations



30

different countries



5

Strategic priorities

OUR WORK

- We work closely with the **European Institutions and international bodies**
- Together with our members, **we formulate recommendations for policy makers** to develop mental health friendly policies
- MHE places **users of mental services** at the centre of its work





Understanding Mental Health



Social Europe



Human Rights



Mental Health & Work



**Recovery Community-based
Services**



Projects & Campaigns

INDIVIDUAL PLACEMENT AND SUPPORT

Developed in **United States 1990:**

- Model for supported employment for people with **serious mental illness**
- **Evidence** based
- **Fidelity** Scale
- **Competitive** jobs
- **Place** then train



- Founders from **United States:**
 - Deborah Becker & Robert Drake
 - IPS Employment Center, (Rockville Westat)
- 1990 research on **Supported Employment:**
 - Worldwide 25 researches
 - IPS 55% regular work
 - TR 23% regular work
- Introduced in **The Netherlands** in 2003
 - Nowadays 28 mental health institutions



8 PRINCIPLES IPS



Competitive Employment



Systematic Job Development



Rapid Job Search



Integrated Services



Benefits Planning



Zero Exclusion



Time-Unlimited Supports



Worker Preferences

IPS-Stappenplan

Hoe kom ik in aanmerking voor IPS?



1

Vertel je behandelaar over je vragen rond werk of opleiding

2

Je maakt kennis met de IPS-trajectbegeleider

- De IPS-trajectbegeleider vertelt wat je kunt verwachten van de ondersteuning.
- Jij vertelt de IPS-trajectbegeleider over je werk- of studiewens, je motivatie, hoe je leven eruit ziet, welke mensen in je omgeving kunnen helpen bij het krijgen en volhouden van werk.

3

Past IPS bij jou?

Ja



IPS-trajectbegeleider stemt af met team / behandelaar

4

Direct aan de slag!
Werkplan maken voor werk of opleiding

Je wilt:

- soort werk kiezen
- een baan krijgen
- studie hervatten
- baan behouden

Samen met je IPS-trajectbegeleider ga je meteen aan de slag.

Werk kiezen

Werk krijgen

Studie hervatten

Ondersteuning om werk te behouden

Orientatie op werk, bv. vacaturesites, meelopen, etc.

Soliciteren (oefenen)

Snel een werkplek zoeken

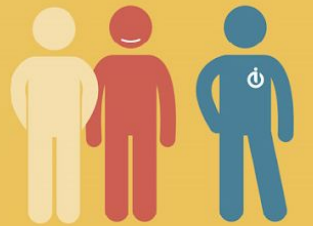
Terug naar school

Coaching op het werk voor jou en evt. de werkgever

Afspraken met werkgever maken

Verkennen van mogelijkheden en arbeidsprofiel of studieplan maken
- telkens aangepast aan je wensen en (werk)ervaringen -

Wat betekent IPS voor je inkomen?
De IPS-trajectbegeleider zoekt het samen met je uit bij uitkeringsinstantie



In je (nieuwe) baan krijgen werknemer en werkgever begeleiding naar behoefte zolang als nodig/gewenst.

Nog niet

Bijvoorbeeld omdat:

- Je al een ander re-integratietraject hebt
- Je (nog) bij dagbesteding of vrijwilligerswerk wilt blijven

GGz team/behandelaar kan voor een andere verwijzing zorgen of kan verder helpen.

IPS FIDELITY SCALE

Scale with **25 different** items:

- Staffing
- Organization
- Services

IPS programs are reviewed on these items:

‘The Fidelity Scale is the translation of the **8 principles** into **25 items** that a service can be scored against. The higher the score, the greater the quality of the IPS service and the higher the expected job outcomes’.

OUTCOME 2016-2017	
No IPS	1
Fair Fidelity	12
Good Fidelity	7
Exemplary Fidelity	1

WHY INVEST IN IPS?

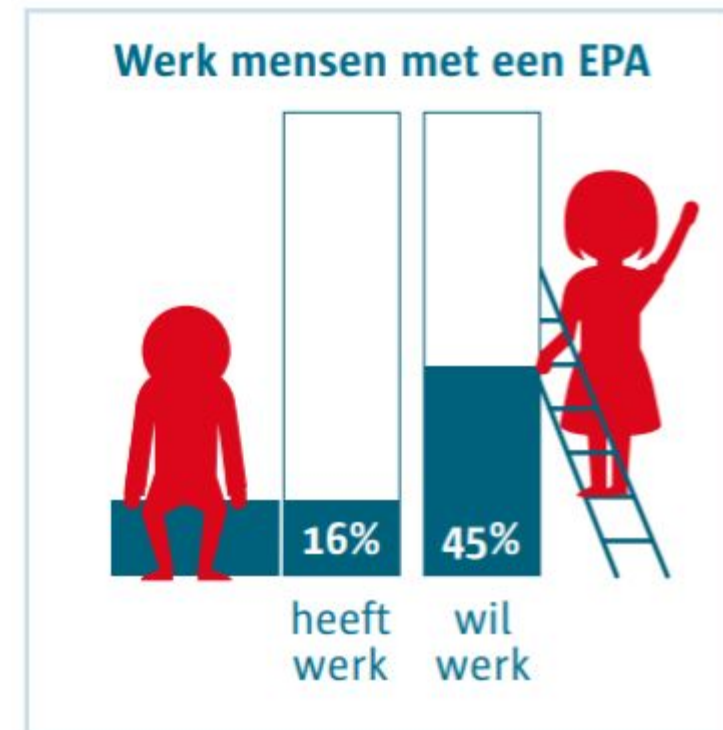
Evidence based Supported Employment leads to:

- Symptome reduction
- Less admissions
- Better quality of life

Unemployment leads to:

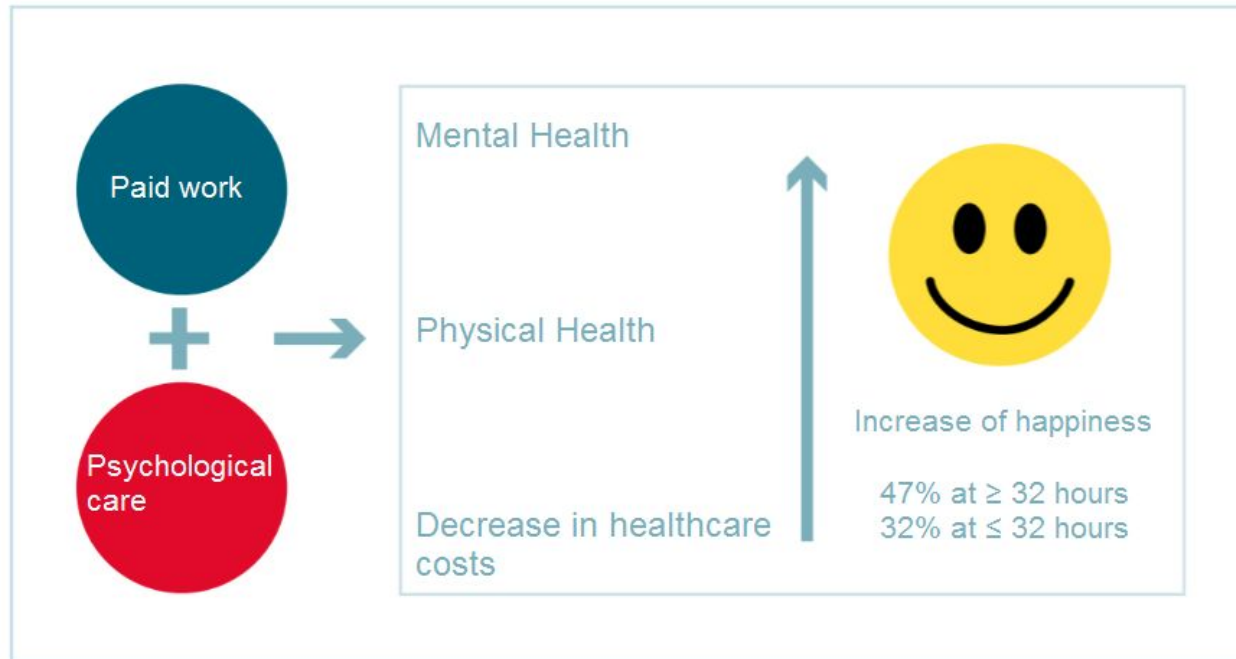
- Development physical and somatic health problems
(van Weeghel, J. 2018-6-6. presentation)

- 16% has a job
- 45% want a job



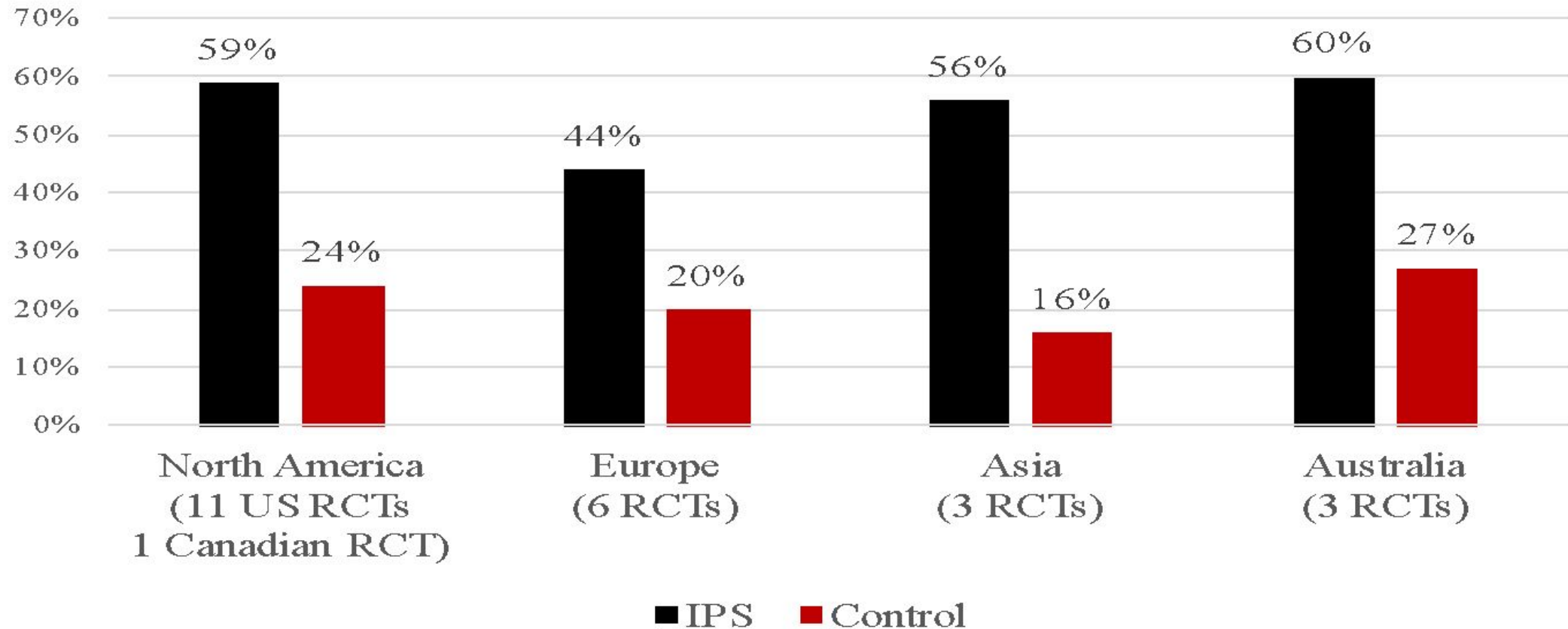
WHY INVEST IN IPS?

- People with mental health problems 3 to 4 times more often unemployed
- Work leads to more happiness in life



Twice the rate of job outcome

Comparison of Competitive Employment Rates in
IPS Randomized Controlled Trials by Continent



FACTS

- **Implementation World wide:**
 - 38 US States
 - At least **10 European Countries**
 - Several countries as Australia, New-Zealand , Japan
- **The Netherlands is a member Learning community:**
 - **Phrenos:** Center of expertise for severe mental illness
 - Results
 - 440 people are trained as IPS employment specialist
 - 28 Mental health institutions

MOVIE IPS ENGLAND (NHS)

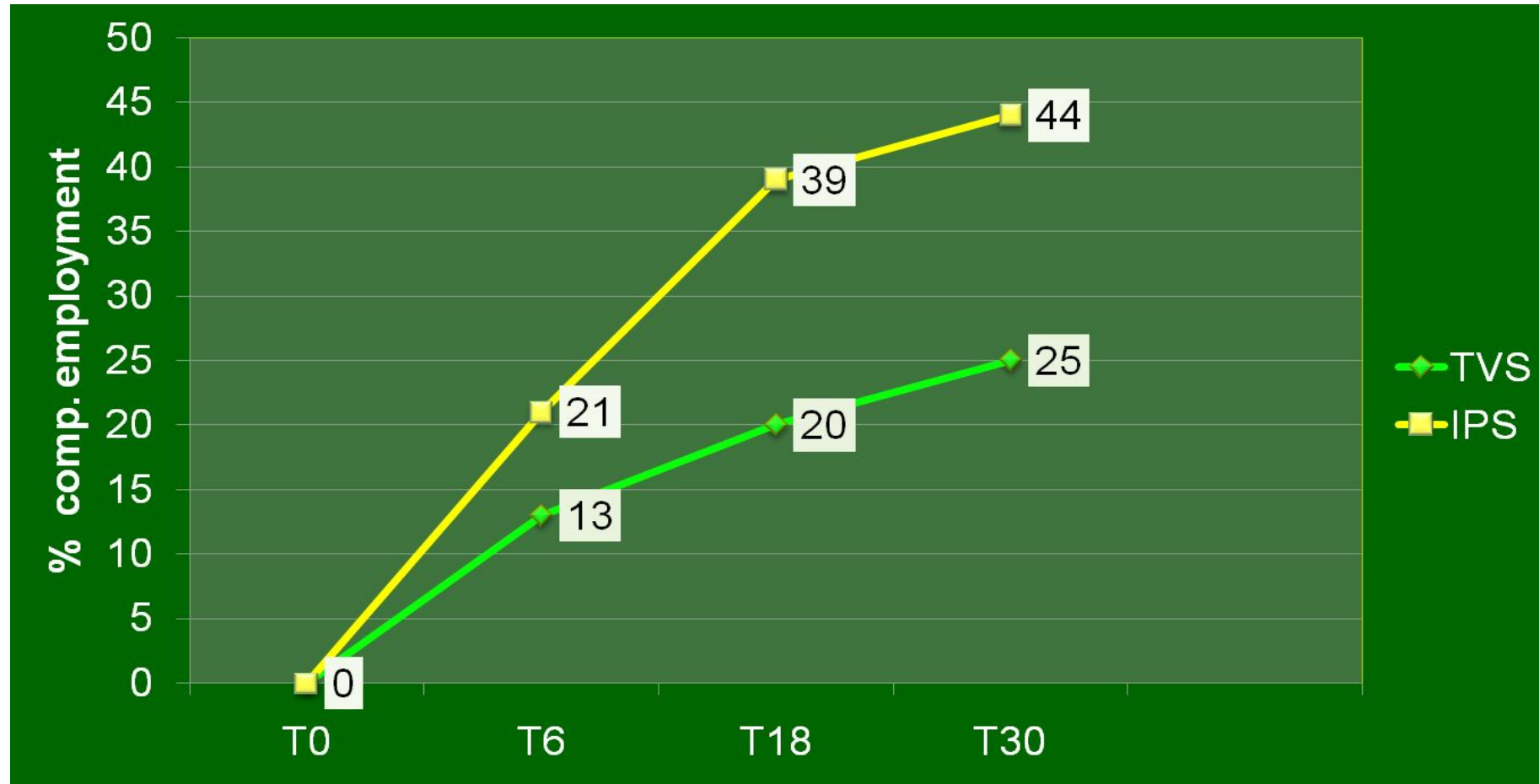


RESULTS THE NETHERLANDS

Actions taken bij **Phrenos**:

- Starting off implementation in 2003 with **4 Mental Health organizations**
- Nowadays **28 Mental Health organizations** implemented IPS
- Randomized controlled trail (2005-2010) **Scion research** (Van Bussenbach et al., 2014)
- Developing implementation program IPS: **training, fidelity reviews**
- Member of **International learning community**
- **Funding**

Follow-up 30 months main outcome (competitive work)



Randomized Controlled trial in the netherlands (start 2005-2010). Known as Scion research (Van Bussenbach et al., 2014).

FUNDING IPS

IPS is funded through different **opportunities**:

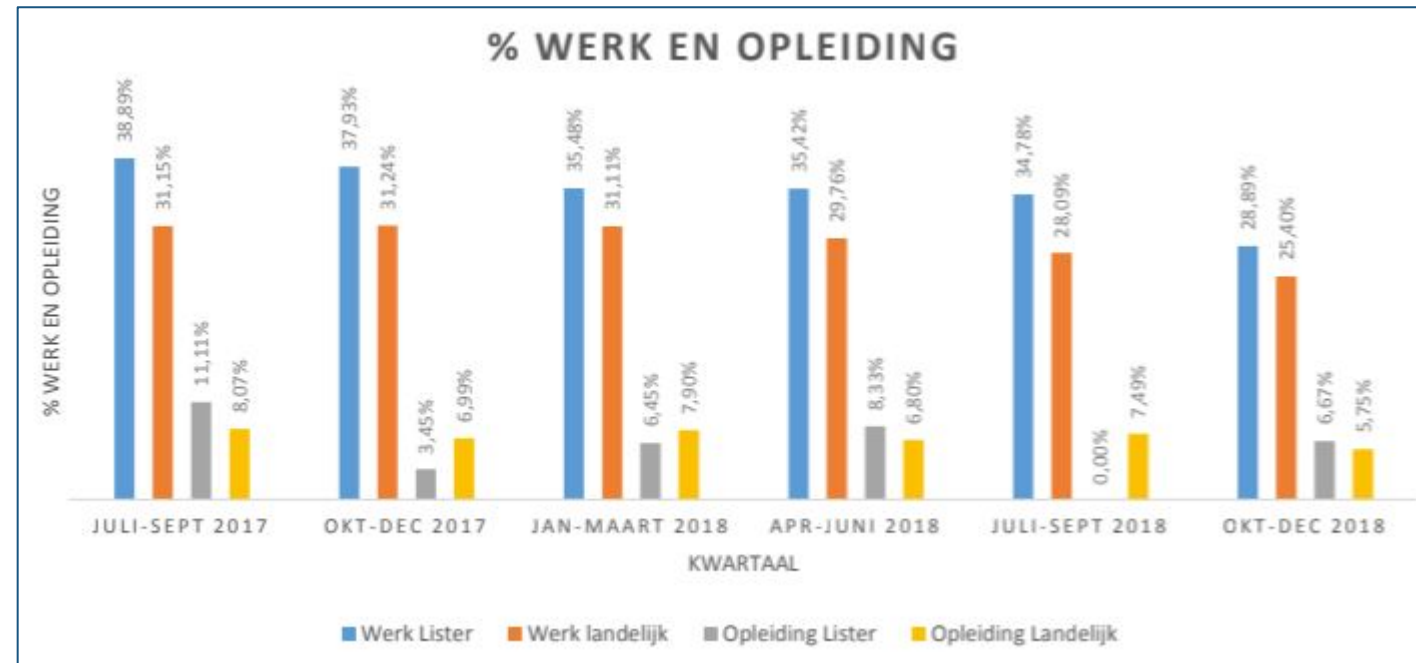
- **Funding Municipality**
- Funding **subsidie UWV** (Employee Insurance Agency for people with disability benefit)
- IPS Services are provided for 3 years, **ongoing assistance**
- **Costs** 8000 euro
- First 8 contacts funded through **healthcare insurance**

Ambition Lister:

“90%, 5 dayparts activated in work, education, volunteer work or recreational activities”.



- Started off **April 2017**
- 2 groups trained to be **IPS employment specialist**, 2019 3e group starting
- 9 IPS **employment specialist**, mixed caseload.
Q4 2020 16
- **Fidelity scale** review 2018;
 - outcome good IPS practise;



- Increases participation in **competitive jobs**
- Regional **co-operation** empowered
- Dedicated **job expert** involved (UWV)
- Working in **community treatment and community support teams** as employment specialist together with o mental healthcare professionals
- **Awareness** importance job participation grows within our support teams
- IPS specialist work **closeley together**
 - *Job development, supervision*



LESSONS LEARNED & CHALLENGES

- **Financing** IPS
- **Secure** IPS in organization (coordinator/commitment board)
- Experience with **mixed caseload**
- The IPS look on **job participation empowers** our clients and professionals



QUESTIONS



INFORMATION

- **Websites:**

- <https://ipsworks.org/>
- <https://www.kenniscentrumphrenos.nl/>
- <https://www.werkenmetips.nl/>

- **Literature:**

- Scion research. Van Bussenbach et al., 2014.
- Presentation: “Arbeid en Psyche”. Van Weeghel, J. 2018-6-6.
- Presentation: “Implementation Individual Placement and Support in the Netherlands”. C. Bergmans. Phrenos.



Thank you for your attention!

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