

*Refer to IPS and you can change someone's life
by helping them find work!*

Individual Placement Support (IPS) Employment Support Service



**We know being in employment can positively
impact your recovery and wellbeing.**

What we do

We support people receiving care from all mental health teams, who are motivated to find paid employment or who's current job is at risk.

Individual placement and support (IPS) is an evidence-based model of supported employment. It has been rigorously trialled and has consistently outperformed all other tested forms of support for job seekers with severe and enduring mental health problems. The implementation of IPS has been part of the NHS Long Term Plan and preceding strategies for national mental health improvement for over 9 years and is a fundamental part of the ongoing transformation of community mental health (CMH) services. IPS is embedded within integrated models of primary and CMH services for patients with severe mental illness (SMI).

Unemployed IPS pathway

Clients will be allocated an employment specialist who will work with them to reach their employment goals. The specialist will build a picture of their employment needs and goals, before working with them to agree a plan moving forward.

They will support each client by following the **8 principles of IPS:**

1. Competitive employment is the goal. This is either a part-time or full-time paid position (at least minimum wage)
2. No one is excluded from the support if they are receiving care from one of our community mental health teams (diagnosis is no barrier)
3. Individual preferences are our focus (we job search around what clients want to do)
4. We job search rapidly (within four weeks of working with client)
5. We are part of their mental health team and work closely with others involved in client's care
6. We support clients to get advice around benefits and how these will change once in employment
7. We can approach employers on client's behalf to build a relationship based on their preferences (and with their permission)
8. We support clients after they have obtained a job, until they feel comfortable, and we can also support their employer (with their permission)

What support looks like practically?

The employment specialist (ES) can assist clients with:

- Creating and tailoring a CV
- Job searching
- Job applications
- Interview preparation and practice
- Sharing information about their mental health with the employer (if they wish to do this)
- Supporting employer discussions (if they want us to)
- Staying well in work
- Obtaining benefit advice
- Supporting if their job is at risk

Our retention support helps clients to return to work or remain in their job.

Get in touch: livewell.ipsessteam@nhs.net