

The background of the entire image is a light grey gradient with several realistic water droplets of various sizes scattered across it. The droplets have highlights and shadows, giving them a three-dimensional appearance.

SAMH

Scottish Action for Mental Health

Get involved at
www.samh.org.uk

THE NORTH LANARKSHIRE IPS TEAM

SAMH

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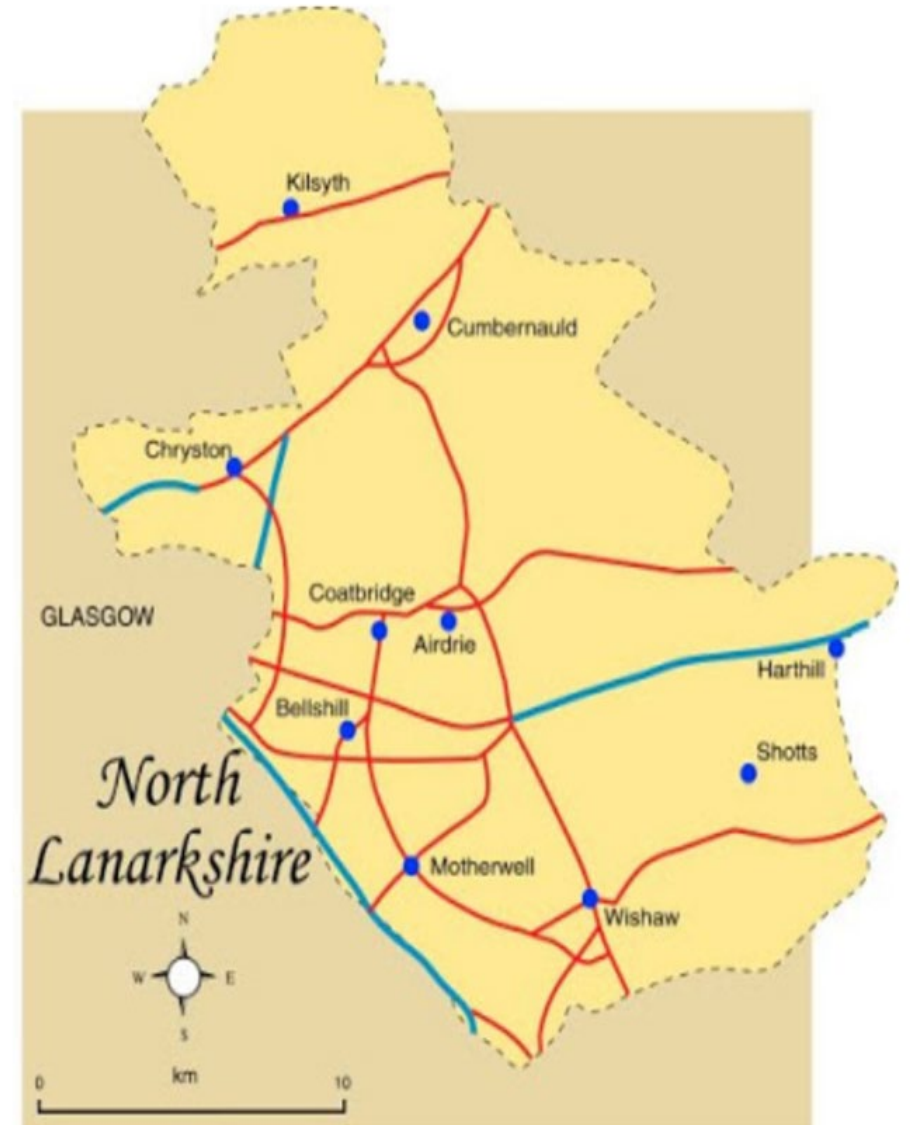
OUR ROLE

- ❖ SAMH'S OBJECTIVE IS PROVIDE IPS TO INDIVIDUALS WHO ARE LIVING WITH SUBSTANCE USE ISSUES.
- ❖ SAMH HAVE DELIVERED IPS FOR OVER 10 YEARS AND THEY HAVE FOUND IT TO BE HIGHLY EFFECTIVE IN SUPPORTING PEOPLE BACK INTO WORK WHILST IN RECOVERY.
- ❖ WE WILL BE WORKING ALONG WITH THE NORTH LANARKSHIRE ALCOHOL AND DRUG PARTNERSHIP DELIVERING 1 -1 BESPOKE EMPLOYMENT SUPPORT.



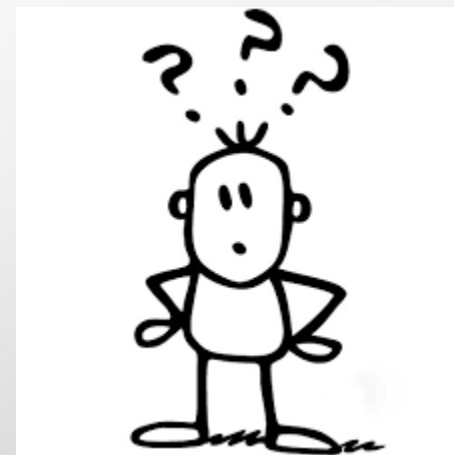
IPS IN NORTH LANARKSHIRE

- ❖ STARTED IN MARCH 2020 - FUNDED BY THE ADP
- ❖ WE ARE THE TWO IPS SPECIALISTS WORKING NORTH LANARKSHIRE. COVER THE WHOLE OF NORTH LANARKSHIRE - REFERRALS CAN LIVE ANYWHERE
- ❖ STARTED AT THE LOCKDOWN – WORKING IS NOW HYBRID - MOSTLY OUT IN THE COMMUNITY
- ❖ WE WILL WORK WITH ANYONE WHO IS IN RECOVERY AND WANTS TO GET INTO EMPLOYMENT - THEY CAN BE AT **ANY STAGE OF RECOVERY**



WHAT IS IPS?

- ❖ IPS IS AN EVIDENCE BASED MODEL OF SUPPORTED EMPLOYMENT
- ❖ IPS USES A PARTNERSHIP APPROACH BETWEEN RECOVERY TEAMS AND SUPPORT SERVICES
- ❖ IPS IS A GLOBALLY RECOGNISED INTERVENTION THAT HAS BEEN FOUND TO BE EFFECTIVE
- ❖ IPS HAS BEEN DESIGNED TO PROVIDE SUPPORT AND GUIDANCE TO PEOPLE LIVING WITH ALCOHOL & SUBSTANCE USE AND/OR MENTAL ILLNESS
- ❖ IPS FOLLOWS THE 'PLACE THEN TRAIN' RATHER THAN 'TRAIN THEN PLACE' APPROACH. (WHICH IS THE TRADITIONAL MODEL OF OTHER EMPLOYABILITY SERVICES)
- ❖ THE IPS INTERVENTION GIVES OUR CLIENTS A 50% GREATER CHANCE OF SECURING SUSTAINED EMPLOYMENT WHILE ON THE PROGRAMME.

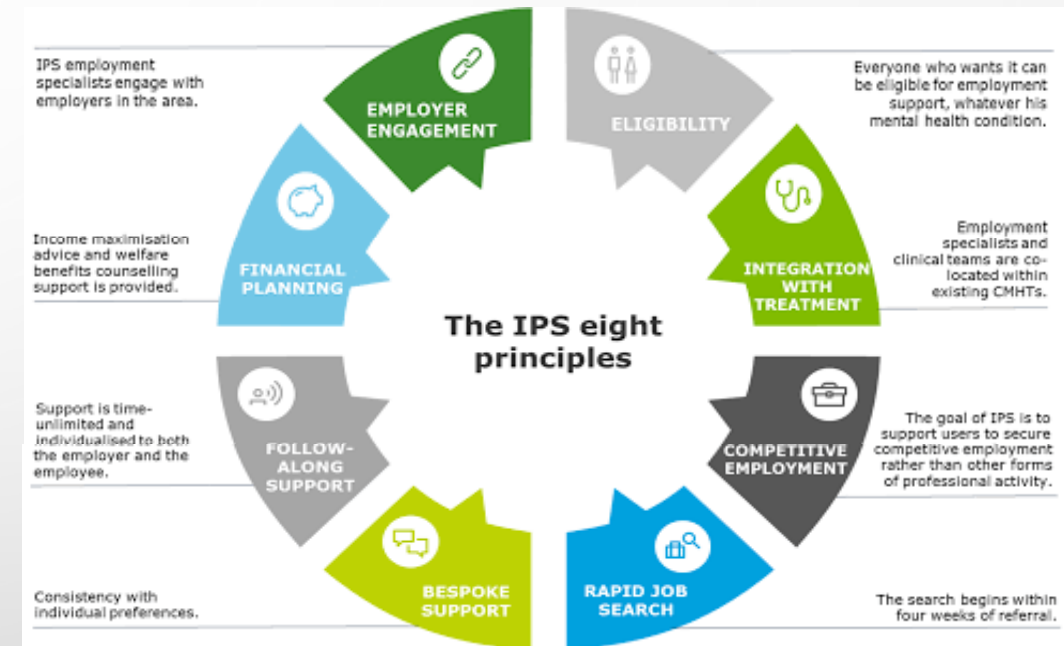


BOND GR, DRAKE RE, BECKER DR. GENERALIZABILITY OF THE INDIVIDUAL PLACEMENT AND SUPPORT (IPS) MODEL OF SUPPORTED EMPLOYMENT OUTSIDE THE US. WORLD PSYCHIATRY. 2012 FEB;11

HOW DOES IT WORK?

TO ENSURE THAT IPS IS EFFECTIVE IN ITS DELIVERY, THEIR ARE **EIGHT PRINCIPLES** THAT RESULT IN IMPROVED EMPLOYMENT OUTCOMES. (REVIEWED AGAINST WITHIN OUR FIDELITY AUDIT)

1. COMPETITIVE EMPLOYMENT IS THE PRIMARY GOAL
2. IT IS OPEN TO ANYBODY WHO WANTS THE SUPPORT
3. CLIENT PREFERENCES ARE AT THE HEART OF THE SUPPORT (SUPPORT IS INDIVIDUALISED)
4. RAPID JOB SEARCH, IPS AIMS TO GET THE CLIENT WORKING AS SOON AS THEY FEEL READY
5. **BRINGS TOGETHER BOTH RECOVERY AND IPS TEAMS**
6. SYSTEMATIC JOB DEVELOPMENT (EMPLOYER ENGAGEMENT - NORTH LANARKSHIRE AND WIDER AREA)
7. TIME UNLIMITED SUPPORT (WHILST CLIENT IS STILL WORKING WITH RECOVERY/ CLINICAL TEAM)
8. PERSONALISED BENEFITS COUNSELLING*



THE AIMS OF RECOVERY TEAM AND IPS COLLABORATION

- ❖ TRADITIONALLY, VOCATIONAL AND RECOVERY SERVICES WERE SEPARATE, IPS CHANGES THIS MODEL AND HAS BEEN EVIDENCED THAT IT MAKES A POSITIVE IMPACT ON RECOVERY JOURNEY.
- ❖ WE WILL PARTICIPATE REGULARLY WITH CLIENTS AND THEIR CLINICAL SUPPORT TEAMS TO ENSURE A COLLABORATIVE APPROACH TO IMPROVE THE FUNCTIONAL RECOVERY.
- ❖ PRACTITIONERS AND IPS SPECIALISTS GIVE CLIENTS CONSISTENT MESSAGES.
- ❖ THE IPS SPECIALISTS ARE AN EXTENSION OF THE RECOVERY TEAMS

EMPLOYER ENGAGEMENT - WHY SUPPORT THE EMPLOYER?

- ❖ TO PREVENT STEREOTYPING AND STIGMA TOWARDS PEOPLE WHO ARE SUBSTANCE DEPENDANT
- ❖ TO OFFER GUIDANCE AND EDUCATE EMPLOYERS ABOUT THE BENEFITS OF RECOVERY THROUGH EMPLOYMENT
- ❖ TO ANSWER QUESTIONS RELATING TO RECOVERY
- ❖ TO HELP ALLEVIATE CONCERNS RELATING TO THE CLIENT'S HISTORY
- ❖ TO BE ON HAND TO SUPPORT EMPLOYERS IF THEY HAVE CONCERNS

THE CLIENT WILL GET:

- ❖ INDIVIDUALISED SUPPORT THAT MEETS THE CLIENTS NEEDS
- ❖ UNDERSTANDING FROM THE SPECIALIST
- ❖ TOOLS FOR LIVING GROUP OFFERED (*DEPENDANT ON AVAILABILITY*)
- ❖ 1-2-1 INDIVIDUAL SUPPORT WITH JOB SEARCH, CV WRITING, INTERVIEW TECHNIQUES AND PRESENTATION ADVICE
- ❖ TIME UNLIMITED EVEN AFTER THE CLIENT HAS OBTAINED EMPLOYMENT, THE SPECIALIST WILL CONTINUE TO PROVIDE SUPPORT AND ADVICE*.

* *AS LONG AS THE CLIENT IS STILL WORKING WITH THEIR RECOVERY WORKER*

DOES IPS WORK?

Currently receiving referrals from Motherwell, Bellshill, Airdrie, Cumbernauld and Wishaw ART'S , Justice Services, Phoenix futures & Recovery café's.

5 of our current clients have been on the programme for more than 12 months.

59 people from 131 referrals now supported into work

Up to 40 people can be supported to find work

14 people still currently receiving IWS

HOW DO WE MEASURE THE EFFECTIVENESS OF IPS?

THE SERVICE IS EVALUATED INDEPENDENTLY BY THE IPS BODY.

IT IS EVALUATED AGAINST QUALITY STANDARDS AND KEY PERFORMANCE INDICATORS

YOU CAN FIND LOTS MORE INFO AT [HTTPS://IPSWORKS.ORG/](https://ipsworks.org/)

“I would still be sitting in front of my TV drinking vodka if I didn’t have your support.”

(MB, Coatbridge)

“I would not have known where to start with an NHS application form, never mind complete it and then be offered an interview.”

(DB, Motherwell)

HOW TO REFER?

- ❖ COMPLETE A REFERRAL FROM AND SJ OR AMY WILL GIVE YOU A CALL TO DISCUSS THE CLIENT
- ❖ ALTERNATIVELY IF YOU ARE UNSURE ABOUT A CLIENTS SUITABILITY SET UP A JOINT MEETING AND WE CAN DISCUSS AS A GROUP



CAPACITY AND WAITING LIST

WE CAN WORK WITH UP TO 40* CLIENTS.

IF THERE IS ANYONE WHO COULD BENEFIT FROM OUR SUPPORT, JUST CONTACT SJ OR AMY (DETAILS ON EARLIER SLIDE).

DO YOU HAVE ANY QUESTIONS?

