

IPS Bergen – Do you want help to find a job?

IPS Bergen
Individuell jobbstøtte

Ønsker du hjelp
til å komme i jobb?



ok helse



Helsedirektoratet

Individual Placement and Support (IPS)

- IPS aims at helping people with mental health problems and addictions into competitive employment. The support is time unlimited and based upon individual preferences, needs and interests.
- IPS is evidence based Supported Employment and well documented in national and international studies
- Based upon a “PLACE then TRAIN” model, rather than the traditional “TRAIN then PLACE” approach



IPS Bergen

- IPS Bergen - a project from 2013 – 2016. Funded by the Directorate of Work and Welfare and Directorate of Health
- **The target group of IPS Bergen is young people suffering from psychosis and addictions. IPS Bergen was part of the national RCT study by UNI Research.**
- Superior results in terms of **employment outcomes, improved mental health, better functioning and quality of life**
 - RCT study in Norway (2013 – 2016) by UNI Research
- From project to implementation in 2018

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Some background information - Norway

- “One of the most extensive rehabilitation and integration systems in OECD”, but..... “More than every second unemployed Norwegian has a severe or moderate mental disorder; by far the highest number in a sample of OECD countries and much higher than in other countries with a low unemployment rate” (OECD report 2013)
- Mental illness is one the most significant causes of sickness absence, and the main cause of disability pension among young people in Norway (Folkehelseinstituttet, 2009)
- Low employment rates of people suffering from a diagnosis of schizophrenia: 10 % are employed (Evensen, 2015)

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Recommendations (OECD report 2013)

- Stop the fragmentation of services in mental health care and rehabilitation and the disconnection between treating physicians and NAV by developing integrated support models.
 - Develop collaboration between NAV, local GPs and District Psychiatric Centres.
 - Establish work-related issues as a core competence in the District Psychiatric Centres.
 - Implement employment as a main outcome in mental health care and develop work-related health care quality indicators.

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8 evidence based IPS principles

- Zero exclusion. Eligibility based on person's preferences
- Competitive employment is the primary goal
- Employment services are integrated with mental health treatment services
- Rapid job search - starts within a month
- Client preferences and choice are honoured
- Employment specialists systematically develop relationships with employers based upon their client's preferences.
- Personalized benefits counselling is provided
- Job supports are continuous

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IPS Bergen – an integrated model for IPS in Hordaland

Steering committee:
Executive directors in Helse Bergen and NAV, one peer support worker and a representative from the municipality

Central work group:
Clinical directors of psychiatric units in Helse Bergen and directors of NAV units

Kronstad District
Psychiatric Center –
NAV Årstad, NAV
Ytrebygda & NAV
Bergenhuss

3 employment
specialists
employed by
NAV

Bjørgvin District
Psychiatric Center-
NAV Åsane & NAV
Arna

1 employment
specialist
employed by
Helse Bergen

Regional psychiatric
hospital and all
NAV offices in the
region

1 employment
specialist
employed by
Helse Bergen

Interdepartmental vocational unit – 5 employment specialists, 1 IPS coordinator and 1 team leader /project leader

Integrated IPS clinical teams in Helse Bergen

- Out patient unit (Kronstad DPS)
 - **FACT team - Årstad and Ytrebygda**
 - **FACT team - Bergenhus**
- Group treatment and day treatment unit (Kronstad DPS)
 - **Early onset psychosis team**
- Department for specialized treatment of psychosis. In patient unit (Sandviken sykehus)
 - **Section for early onset psychosis**
 - **Section for early onset psychosis and additions**
- **Departement of rehabilitation** (Bjørgvin DPS)
 - Including ACT team

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Zero exclusion?



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Few referrals during the first year / inclusion period of the RCT study

- Did patients not want help to seek competitive employment?
- Were the patients being discouraged to enter into the project?
- Did the patients not get information about the project?



Yes, but's.....

- This service user has a disability pension and we don't consider him to be employable
- This service user has been assessed several times for his employability and we find that he will not be able to meet the requirements on the open labour market
- We can offer him customized employment in a work shelters
- This service user needs to develop his work skills in a pre vocational programme before he can enter the open labour market.
- She need to show stability through work placements before she is ready for competitive employment.
- He doesn't have any work experience, so the best thing will be to start with unpaid work placement lasting three - six months
- She is very vulnerable and we don't think she is ready for competitive employment. It would be a good idea to start carefully with volunteer work
- Substance abuse is not compatible with competitive work

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Yes, but's.....

- Our group of patients are chronically ill, and most of them will not be able to hold on to a job
- Our patients are especially vulnerable, and most of them are not ready for work
- Our patients have early onset psychosis and they are very unstable, so I don't think international IPS studies refer to this particular group of patients
- Vi cannot offer IPS to people with violent behaviours
- We cannot offer IPS to people with addictions
- This patient is missing appointments, so he will probably not meet for work either.
- She needs a proper housing situation before she can start looking for work
- This patient needs be more stable before we can help her looking for a job

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Yes, how...!

- Portfolio review by every mental health practitioner
- Opening up to a wider target group
- IPS brochures and posters in waiting rooms and lobbies
- Support from executive team members / steering committee - executive directors and clinical directors
- Central work group and steering committee – quarterly meetings
- Local work groups consisting of local staff, mental health practitioners, employment specialists and head of sections
- First fidelity review early on - about six months in

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Yes, how...!

- Training and information for all staff
 - Introducing vocational tool kits
 - IPS courses and lectures
- Guidance, training and support to employment specialists
 - IPS, Motivational interviewing, tools for vocational assessment
- Recruiting new employment specialists – accurate advertising, group interviews and IPS specific interview guide
- Networking and relationship building – building trust
- Work oriented events with patients, IPS job seekers, staff and family members
 - Recovery- and success stories
 - Peer support gatherings

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Promoting hope, control & real opportunities

-Schizofreni er ikke identiteten min - NAPHA Nasjonalt kompetansesenter for psykis... Side 1 av 4

Publisert: 18. februar 2016 (Sist oppdatert: 18. februar 2016)



SMITTENDE OPTIMISME: -Jeg møtte et fyrverkeri av en dame som var jobbkonsulenten min. Hun trodde så sterkt på meg at jeg begynte å tro på det selv, sier Anne Blindheim. Foto: Roald Lund Fleiner/napha.no

-Schizofreni er ikke identiteten min

-Som 22-åring fikk jeg beskjed om at jeg var i ferd med å utvikle schizofreni, og at det var et søtt engasjement at jeg ville studere. Dette vekket trassen i meg, sier kunsthistoriker Anne Blindheim (34).

Roald Lund Fleiner
Konsulent og rådgiver (napha.no)

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The importance of peer support workers in clinical teams



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Integration of employment specialists into clinical teams

- Member of the team: What does it mean?
 - Employment specialist is recognized as an equal member, not a resource or delivery service
- Understanding the role of the employment specialist
- Shared decisions and better communication
- Vocational information in treatment plans (career profile, job search plan, job support plan etc)
- Addresses issues of concern; that employment is a stressor and will interfere with patients stability
- Belief in patients ability to work

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Vocational unit and the importance of competitive employment

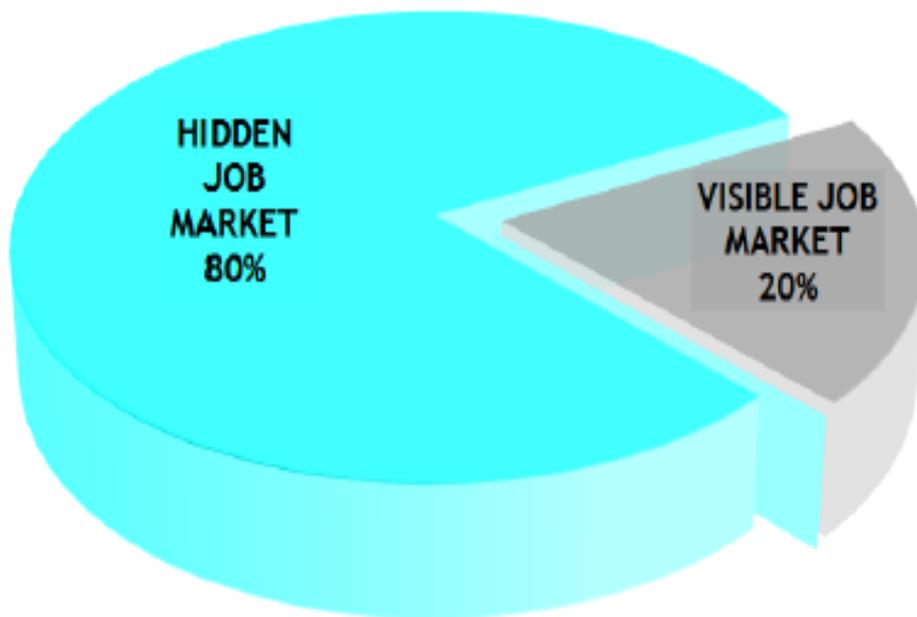
- **Employment lead / IPS supervisor:**
 - Gives support to employment specialists
 - Ensures continuous focus on evidence based practice
 - Keeps focus on employment outcome and goals
 - Helps with integration in clinical teams
- **Job development is key:**
 - Employer engagement requires constant focus
 - Crucial to ensure good employment outcomes
 - Engaging with employers based upon individual preferences, needs, interests and dreams
 - Finding good job matches

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Finding job opportunities

VISIBLE JOB MARKET VS HIDDEN JOB MARKET



DID YOU KNOW?

Visible Job Market:

90% of job seekers apply for the 20% of jobs available in this market

Hidden Job Market:

10% of job seekers apply for 80% of potential jobs in this market

Source: Miles Rinaldi

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Job support based on client preferences – some examples

- Career development
- Adjustements at the work place – job tasks, working hours..
- Training
- On the job coaching
- Educational information
- Employer meetings
- Check lists
- Transportation to work
- Morning calls
- Developing natural support – on the job mentor
- Help with disclosure
- Help leave unsatisfying jobs and look for more desirable work

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Outcomes IPS Bergen

- 47 % has gained competitive employment
- Additional 10 % has started education
- Average working hours per week: 26 hours
 - Range from 4 to 37,5 hours
- 30 – 40 % in competitive employment among clients in active caseload
- Diversity of job types and employers based upon client preferences
- Good fidelity based upon yearly fidelity reviews (from 100 – 113 point the last years)

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The future – implementing IPS

- NAV, the municipality and psychiatric services in Hordaland aim at expanding IPS to all other organizations in the region
- IPS Bergen has status as an IPS resource centre based upon good employment outcomes and high fidelity, and will contribute in:
 - Central and regional training of staff in new and established IPS organizations
 - Developing and training IPS fidelity reviewers to help obtain and maintain good IPS quality in both new and established IPS services

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