

IPS implementation support in New Zealand


Becki Priest

WORK COUNTS

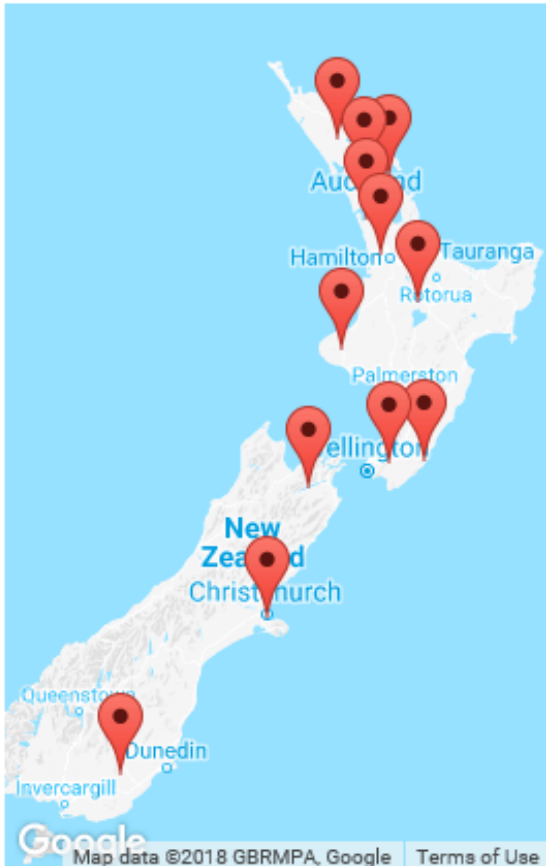
**NORTHLAND DISTRICT
HEALTH BOARD**

Te Poari Hauora Ā Rohe O Te Tai Tokerau



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- History of IPS implementation in New Zealand
 - Example of implementation support added to an established mental health and employment service provision in Auckland
 - Example of implementation support for a new start up IPS service in Northland
 - Critical success factors for New Zealand

IPS services in New Zealand



WORK COUNTS



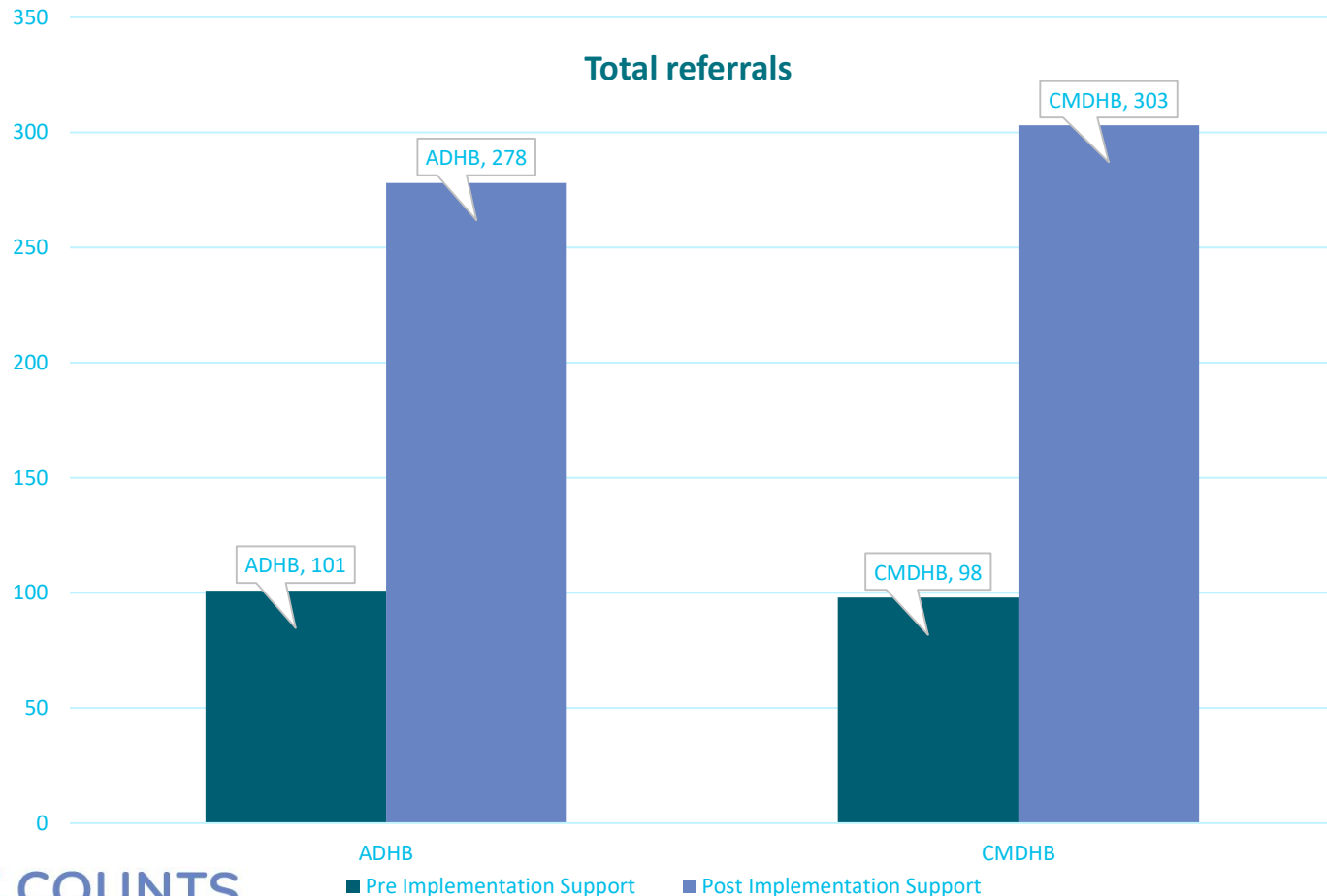
IPS Implementation Support project in Auckland and Counties Manukau DHBs

- ✓ Employment support services are purchased by the DHBs through a contract with an NGO provider
 - ✓ Clinical services are provided through five community mental health centres (CMHCs) in ADHB and four in CMDHB
- +
- ✓ Technical assistance: a dedicated IPS implementation expert.

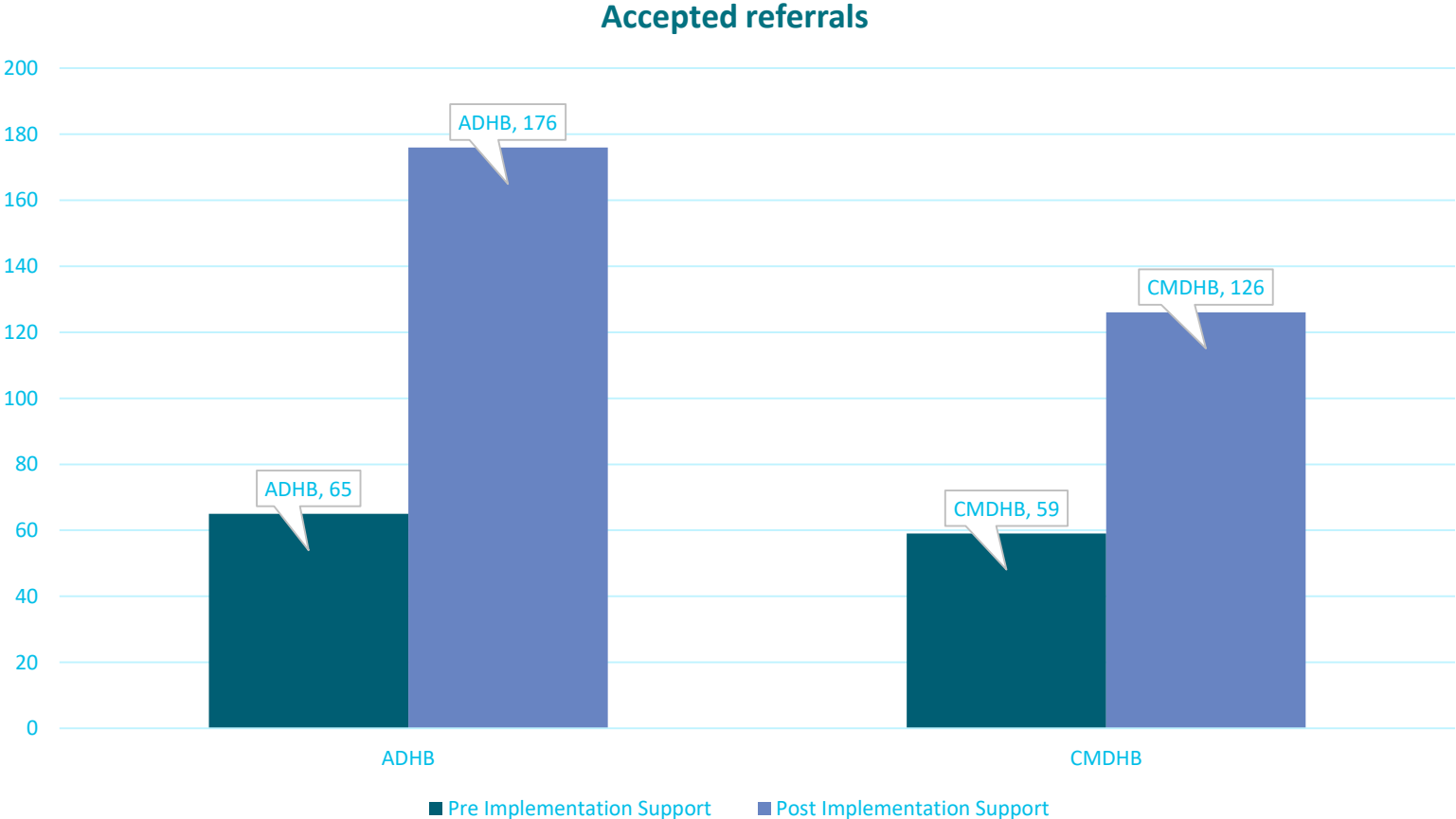
Total fidelity scores



More people are referred to employment specialists



Employment specialists work with more people



Impact of Implementation Support: ADHB and CMDHB pilot

“We had to examine the thought that we were becoming barriers to people starting work, rather than helpful, because we were determining when we felt they were ready to go to work – as if that was something we had ownership over”. CMHC team manager, ADHB

Te Pou o Te Whakaaro Nui, 2016

Some of the outcomes

- 40-50% of people accepted obtained jobs.
- People secured jobs on average 2-4 months after referral.
- Three-quarters secured jobs more than 16 hours per week.
- Average hourly wage \$18.00 - \$18.50.

Source: Te Pou o Te Whakaaro Nui, 2017

The Northland Story

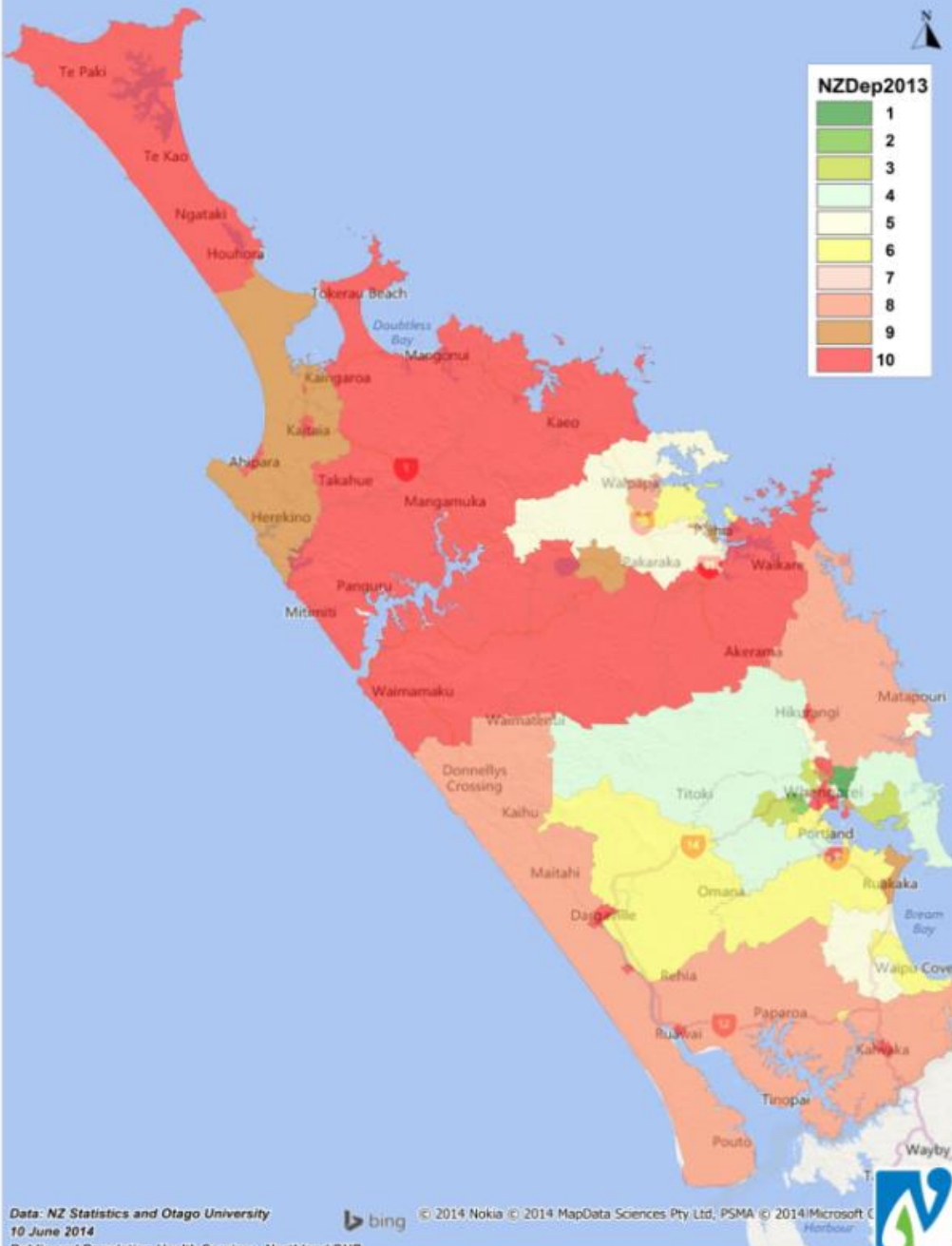
- Te Ara Oranga – the path to wellness, methamphetamine harm reduction pilot
- Getting the right support
- Choosing the right staff
- Attention to culture
- Creation of ‘employment works’ programme
- Establishment plan, champions, early adoption, review, continuous service improvement

<https://youtu.be/Q5TKcGoe>

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Northland Map by NZDeprivation 2013 Index by Census Area Units



Pop: 171,110 50% urbanised

265km in length

13,940 km²

High Deprivation (census 2013)

- Income
- Home ownership
- Employment
- Qualifications
- Housing/ bedroom occupancy
- Access to transport and communications

Growth: 13% in last 4 years

- High proportion under 15yrs
- Low proportion of working age adults
- High proportion over 65yrs



Socio-demographic characteristics

- Gender 44% female / 56% male
- Mean age in years 36.5
- Ethnicity 49% Māori / 51% Non- Māori
- Primary diagnosis 40% addiction, 60% mental health
- Secondary diagnosis of addiction 44%
- Criminal convictions 50%
- Highest qualification
 - None / unknown (46%)
 - School leavers (25%)
 - Trade (13%)
 - Higher (16%)
- Length of time since last employed
 - <6 months (14%)
 - 6-12 months (16%)
 - 12 months + (52%)
 - Never worked (21%)

“We all thought what a great idea! But you do know there aren't any jobs here right?”

Clinician, Dargaville

“The provision of evidenced based supported employment appears to be especially critical in areas with poor local economies. People residing in these areas are particularly vulnerable to continued unemployment without best practice services”

Cook et al., 2006



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<https://www.youtube.com/watch?v=qfL4tgTUISo>

Results

- 40% participants commenced paid employment
- 63% commenced paid employment or vocational
- Approximately half participants commenced employment who identify as Māori
- Mean hours worked per week 33
- Mean weekly earnings NZD\$613

Critical factors for successful implementation in New Zealand

1. Implementation support improves quality and quicker adoption of practices
2. Attention to culture and equity of outcomes ensures IPS meets the needs of Maori
3. Policy needs to support practice and provide contracts that allow IPS to flourish

Lockett, Waghorn & Kidd, 2017

Priest & Lockett, under review

Thank you

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