

Information Sheet: IPS Steering Group (for employment support)

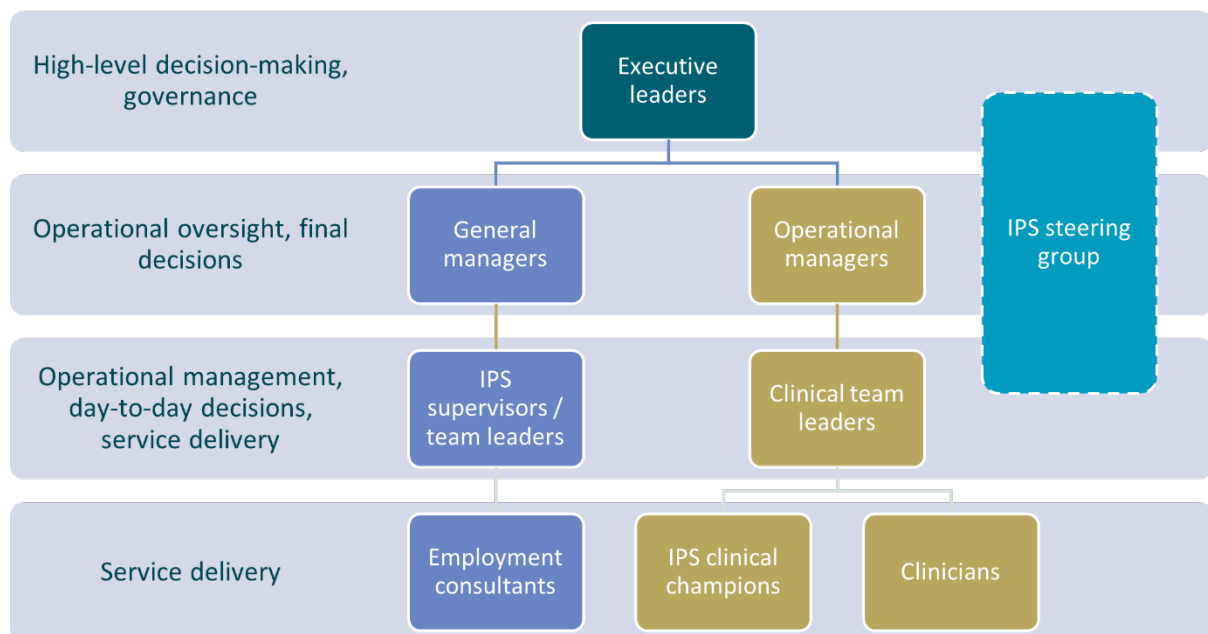
Introduction

Individual Placement and Support (IPS) is an evidence-based practice supporting people with lived experience of mental health and addiction to find and sustain paid employment (including education opportunities).

Objectives of an IPS steering group

- ✓ Ensure mental health services and employment providers **work in partnership** and share responsibility of the overall performance of the IPS employment support programme.
- ✓ **Increase access** of employment support for people with mental health and addictions and increase outcomes and equity for Māori and Pasifika populations.
- ✓ Periodically **review employment support services** to assess adherence to IPS principles and practices. This is done using the relevant fidelity scale (Australia NZ IPS-25 or IPS-Y).
- ✓ **Identify barriers and enablers** of 'good' to 'exemplary' fidelity.
- ✓ **Implement quality assurance strategies** following fidelity self-assessments and fidelity reviews by reviewing self-assessment improvement plans and creating IPS development plans.
- ✓ **Review programme data and successes** and share with clinical and employment support services leadership and staff.

Team roles



Understanding the principles and practices of the IPS approach

It is the responsibility of each steering group member to know and understand the principles and practices of IPS employment support. IPS is characterised by eight practice principles – ngā pou pono:

1. **Zero exclusion** – each person who has a desire to work is eligible.
2. **Individually tailored** – support is consistent with the person and their whānau choices and preferences.
3. **Rapid job search** – begins within 30 days of entering the IPS service.
4. **Focus on competitive employment** – real mahi, real pay.
5. **Financial guidance/benefits counselling** – helps the person transition from benefits to salary and wages.
6. **Job development** – employment consultants establish and maintain relationships with local employers.
7. **Ongoing support to employee and employer** – support continues beyond being placed in mahi.
8. **Integrated employment and clinical support** – employment consultants are an integral part of mental health and addiction services.

Fidelity and the IPS approach

Research has shown that IPS is an effective type of employment support, especially when delivered closely aligned to the evidence base.

Fidelity self-assessments and fidelity reviews are utilised as quality assurance processes. Using either the Australia NZ IPS-25 or the IPS-Y (for services working with young adults) fidelity scale, each item on the relevant scale is measured on a continuum of one to five (five being exemplary).

- Fidelity self-assessments are typically 2 to 3 hour sessions assessing the strengths and identifying improvement areas. The improvement areas are listed in an improvement plan.
- Fidelity reviews are more involved: reviewers conduct interviews, observations, and document reviews over 1 or 2 days. Once a fidelity review report is finalised, the IPS programme is required to create an IPS development plan.
- Both the improvement plans and IPS development plans enable steering groups to have oversight of the IPS employment support programme and focus on improving elements of best practice and fidelity.

Where to find more information

To find out more, follow the links to our series of short videos:

[Introduction to IPS](#)

[The 8 core practice principles of IPS](#)

[The role of the IPS employment consultant](#)

[The role of an IPS employment support supervisor](#)

[IPS and fidelity](#)

[Employment changes lives](#) – a personal story from Northland, New Zealand