

TRAINING PRACTICE IN THE UK

#IPSINTHEUK



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WHO WE ARE



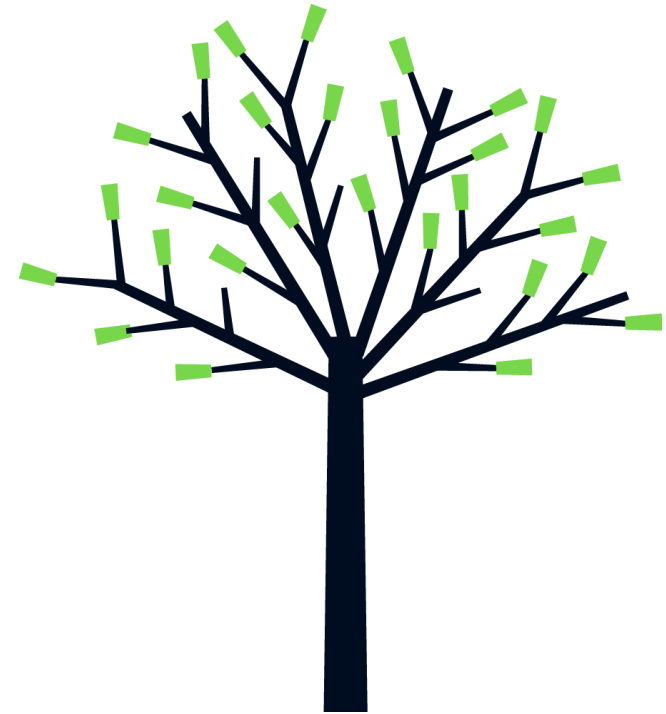
Centre for Mental Health is an independent charity.

We take the lead in challenging injustices in policies, systems and society, so that everyone can have better mental health.

By building research evidence to create fairer mental health policy, we are pursuing equality, social justice and good mental health for all.

WHY IS TRAINING IMPORTANT

- ⦿ Employment specialists don't grow on trees
- ⦿ New starters - health or employment backgrounds
- ⦿ So, we have to grow our own
- ⦿ We need to train the plant in the right direction
- ⦿ Nurture by feeding and water – support they need
- ⦿ Check-in on the growth - to reshape or retrain



TRAINING IN ENGLAND - HAS EVOLVED OVER TIME

- ⦿ 2012 First Regional Trainer Model in the UK, national IPS pilots, Centres of Excellence programme, 2 Day Doing What Works IPS course
- ⦿ 2016 IPS Grow launches - 7 Regional Trainers/Regional Leads
- ⦿ 2019 England joined the International Learning Community
- ⦿ NHS England and Drug and Alcohol expansions - core funding for training
- ⦿ Centre for Mental Health developed new courses to support implementation in SMI, Drug and Alcohol and in Connect To Work Settings. IPS Grow expanded number of regional trainers/leads
- ⦿ Education tools: FutureNHS platform, national webinars, regional communities of practice and peer support (individual and local networks)
- ⦿ IPS Grow - New Starter Programme and Certificate in IPS (Workforce Team)
- ⦿ Centre for Mental Health - New IPS Y course.

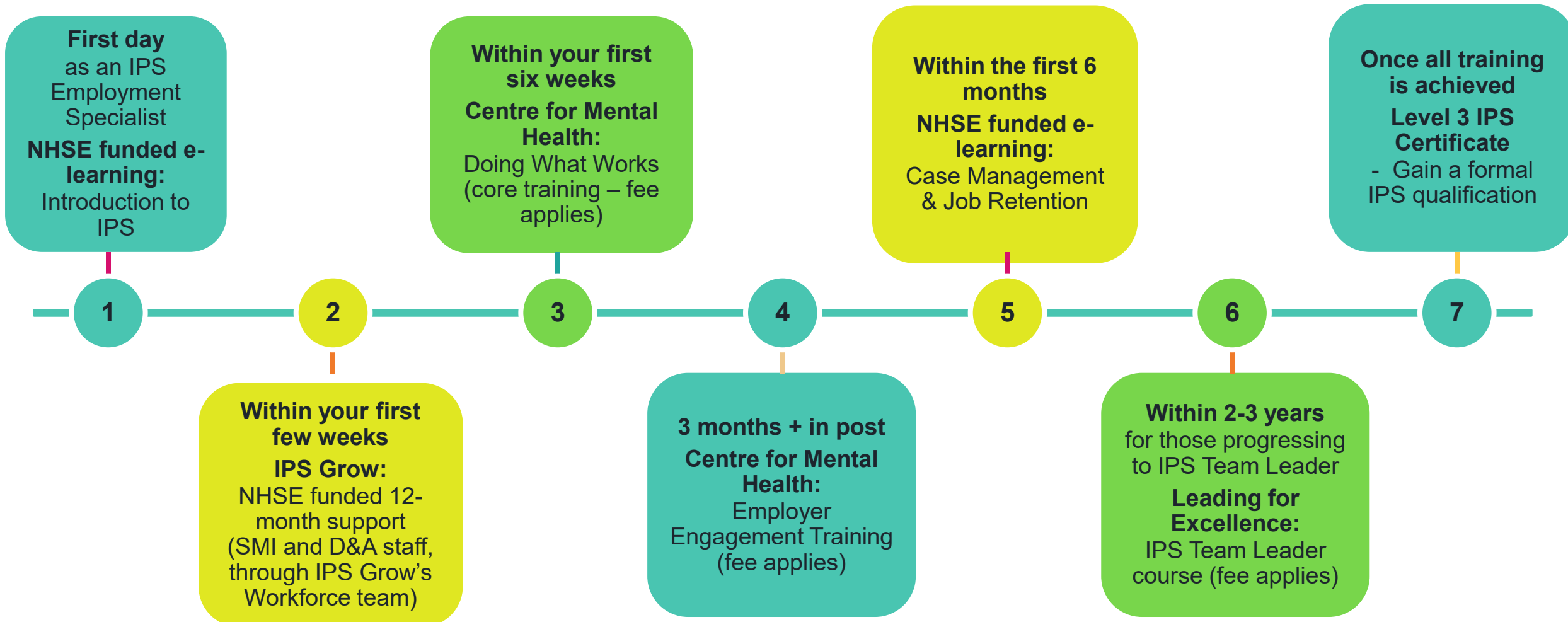


NHSE FUNDED COURSES TO SUPPORT SMI RAPID GROWTH

- ◎ Initial online courses about IPS – Intro to IPS (7 week) and Supporting Individuals with Health Conditions Into Work: The Role of the Clinical Team
- ◎ Online courses – Case Management and Job Retention
- ◎ Training course – Co-production
- ◎ Training for Team Leaders
 - 4-day leadership course and 2-day advanced course
 - How to develop effective Employer Engagement in teams – mix delivery online, local and action learning sets



THE IPS TRAINING JOURNEY



LESSONS LEARNT

- ⦿ Implementation plans need to include funding for training and allowing for staff turnover
- ⦿ Prepare candidates with realistic insight before apply
- ⦿ Support new starters through consistent induction and onboarding
- ⦿ Train partner agencies/clinicians in how to support IPS teams and how to talk employment
- ⦿ Retain staff by improving progression and recognition –
- ⦿ IPS should have a clear career pathway
- ⦿ Consider centralised funding
- ⦿ Value co-production



THANK YOU



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