

Welfare Reform Forum

June 10th 2010

Ma te mahi ka tino ora

Work Brings Health

- Improved self esteem
- Better symptom control
- Integration into community
- Shortened period of unwellness
- Longer periods of wellness
- Improved physical health and living conditions because of increased income



Traditional rehab

- Gradual stepwise process after clinical treatment and care is completed
- Usually involves prevocational training (courses in managing mental health, general social skills, independent living, self self-esteem)
- Work-readiness assessments used for eligibility
- Individual and illness characteristics are used to assess work readiness
- Voluntary work, work experience, sheltered employment, and transitional employment are often used
- Group-based approaches often used (e.g. work preparation groups, Job Job-clubs, support groups)
- Client characteristics not service characteristics, are used to explain failures

"In following people for 30 years and then following patients who are in dozens and dozens of research studies that are sent around, it's totally clear to me at this point that there's nothing about medications or psychotherapies or rehabilitation programs or case management programs or any of the other things that we study that helps people to recover in the same way that supported employment does." (Drake, 2008)

Individual Placement and Support

7 evidence-based* principles:

1. Eligibility is based on individual choice (zero exclusion);
2. Supported employment is integrated with clinical treatment;
3. Competitive employment is the goal;
4. Rapid job search (within 4 weeks);
5. Job finding, and all assistance, is individualised;
6. Follow-along supports are continuous;
7. Financial planning is provided.

*Evidence for each principle as well as for the model as a whole (Bond, 2004; Bond *et al*, 2008; *Psychiatric Rehabilitation Journal*).

Individual Placement and Support

- the evidence based best practice approach

- **Strong evidence** that IPS is the most effective method of helping people with severe mental illness to achieve sustainable competitive employment
- **Randomised controlled trials** across Europe, including the United Kingdom, Australia, the United States, Canada and Hong Kong.
- **IPS approach** achieved the greatest success with an average of 61% of participants secured work vs. 23 % involved in traditional rehabilitation
- **Fidelity scale.** Measuring alignment to IPS.
- **Seven principles** of IPS that guides Workwise practice

Evidence

- Also known as the Drake-Becker Individual Placement and Support (IPS) approach
- Randomised controlled trials (RCT) are the strongest scientific design for evaluating whether an intervention works
- 16 published and qualifying RCTs (Bond et al 2008):
 - 12 in USA
 - 1 in Hong Kong
 - 1 in Canada
 - 1 in Europe (six European countries, published in Lancet)
 - 1 in Australia

Belief Makes a difference

Purpose brings health and wellbeing

“ Founded on our own observations and growing evidence base that working is good for health, we stand for the positive links between purposefulness and well-being. We assist people with health conditions to find and stay in employment.”