



Insights from a decade of research into IPS

Individual Placement and Support (IPS) in alcohol and drug treatment settings, IPS Grow, and beyond

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17 June 2024

RAND Europe's mission is to improve policy and decision-making through research and analysis

- Our research is empirical, objective and non-aligned to political interests
- We have an interdisciplinary team of 170 researchers; we are based in Cambridge, Rotterdam and Brussels

Quality



Objectivity



Collaboration

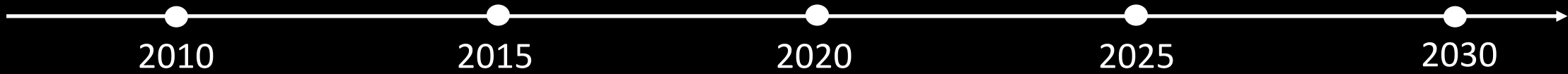


Service



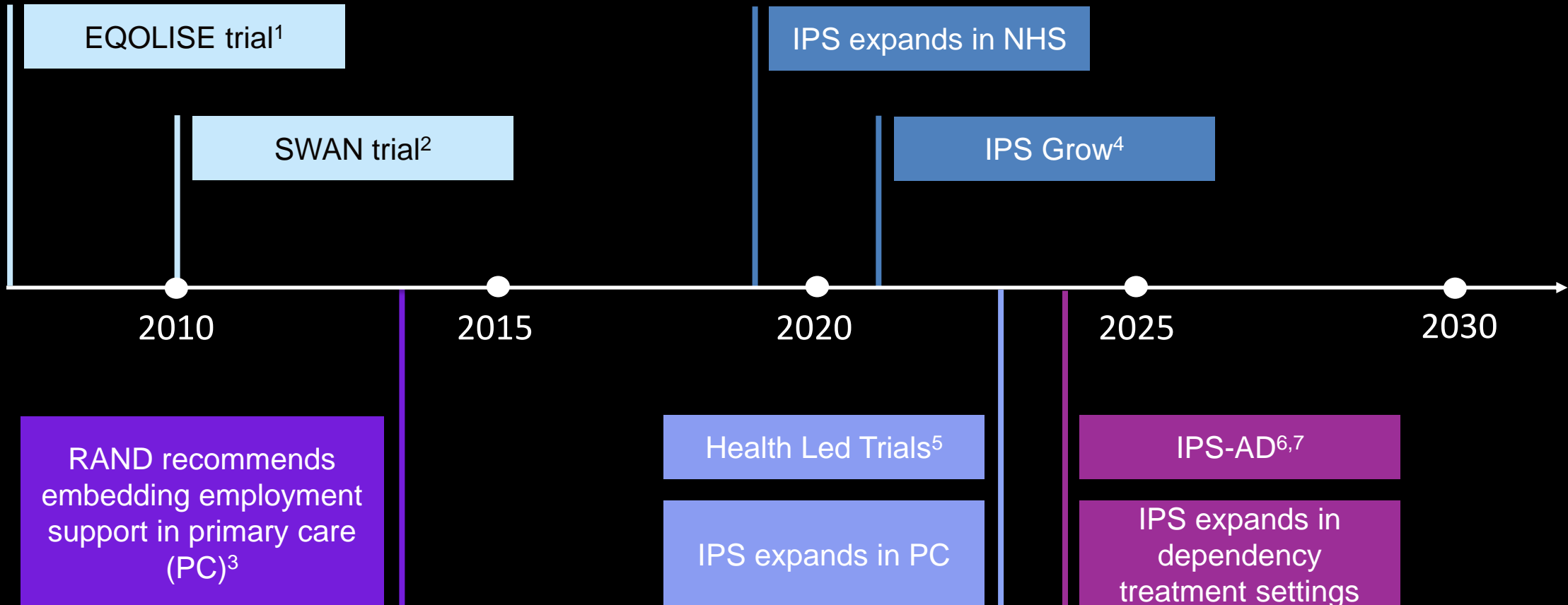
Learning





A JOURNEY THROUGH TIME

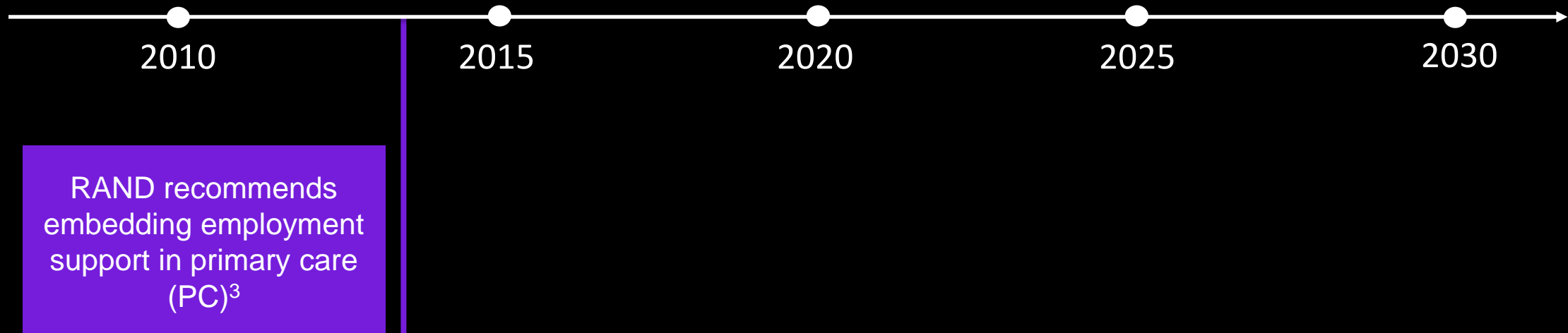
IPS expansion in the UK spans different settings: mental health, primary care, dependency treatment



PSYCHOLOGICAL WELLBEING AND WORK

2013-2014 (DWP & DHSC)

RAND Europe

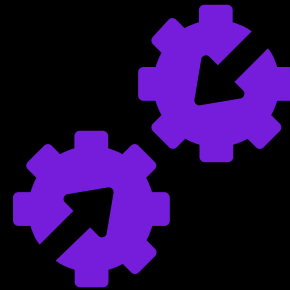


RAND Europe was asked to help improve service provision and outcomes for people with common mental health needs

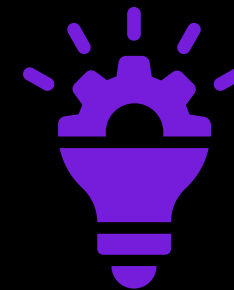
Through reviewing evidence, consulting stakeholders and conducting an economic analysis we found that:



Early access is important to prevent people from falling out of work (and to bring them back into work)

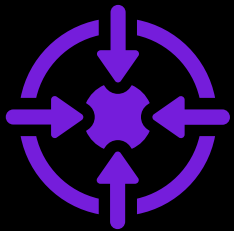


Integration of health and employment services is critical to shorten client journey and offer better support

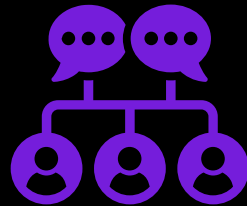


New and innovative approaches have not been tested in the UK and could help build a better evidence base

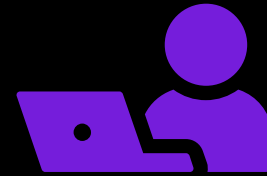
We recommended piloting four complementary interventions ('RAND pilots') bringing attention to IPS



Embed IPS in psychological therapy services and primary care



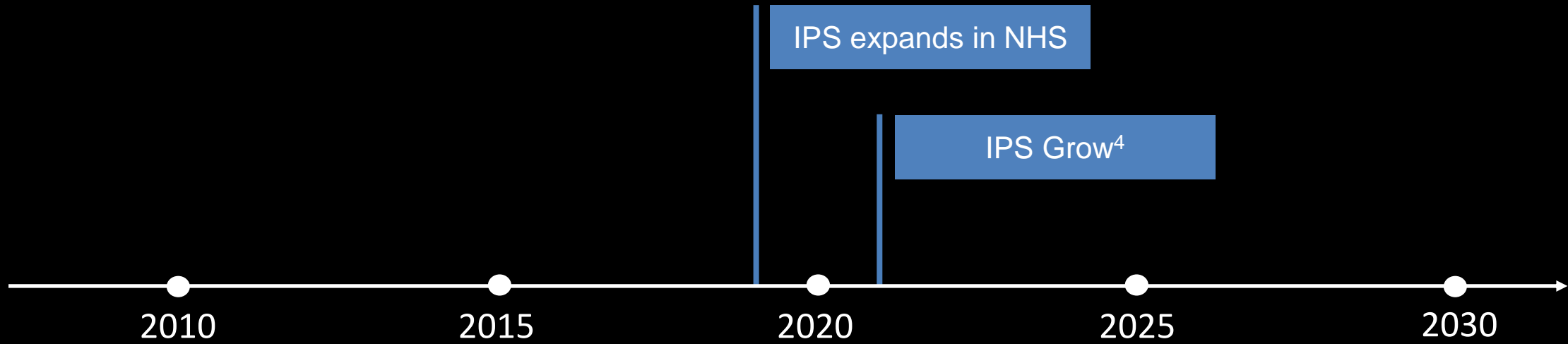
Use group work to build resilience against setbacks faced when job-seeking



Provide access to online mental health and work assessments and support



Offer telephone assessments and support



IPS GROW EVALUATION

2020-2021 (NHS ENGLAND, DWP, DHSC)

RAND Europe

From 2019, NHS has been extending IPS provision (to 115,000 people per year by 2028/29)⁸

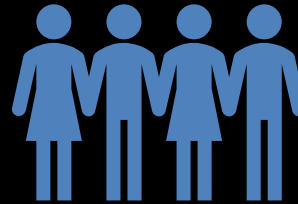
- IPS Grow is a central initiative that offers implementation and delivery support to existing and new IPS services
- IPS Grow aims to:
 - Speed up the roll-out of high quality IPS
 - Ensure sustainable services

RAND Europe was asked to evaluate IPS Grow and its impact on supported services

Using a theory-based approach and mixed methods, we identified 3 aspects of IPS Grow support that made most difference:



IPS Grow Regional Leads: their support and knowledge about IPS



Communities of Practice: provided learning and shared resources



IPS Grow online resources (including templates, the forum, e-learning, training)

We concluded that IPS Grow has...

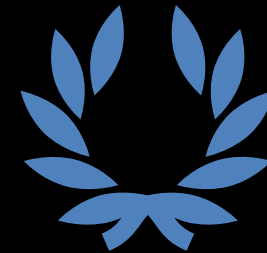
...helped with a faster implementation of IPS



...improved the consistency of IPS implementation



...contributed to improving the quality of IPS offered by services

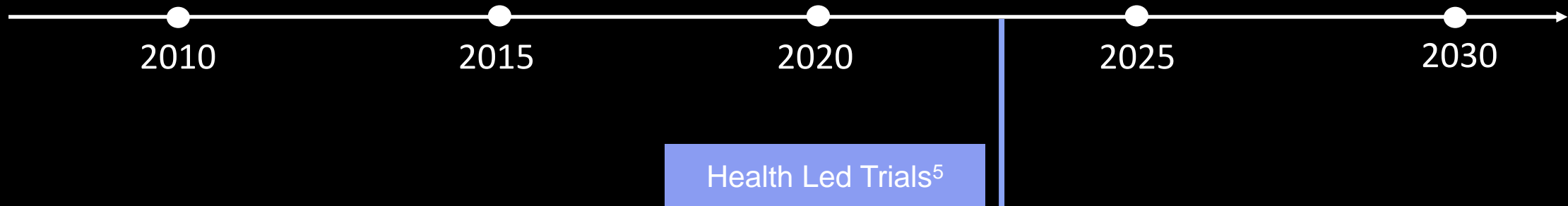


Some elements of IPS were not yet fully in place (e.g. **including all eligible clients, proactive engagement with employers**)

HEALTH LED TRIALS EVALUATION

2017-2022 (WORK AND HEALTH UNIT)

IES, L&WI, NatCen, RAND Europe



Health Led Trials tested IPS for people with mild/moderate mental or physical health conditions

- The trials recruited nearly 10,000 participants across 2 sites in the UK: Sheffield City Region (SCR) and West Midlands Combined Authority (WMCA)
- The intervention offered 12 months of support, including 9 months of job search assistance and 4 months of in-work support (IPS-LITE)
- Many participants hadn't worked for a long time (or never) and faced multiple health conditions. The perceived benefits included:
 - Supported managing health conditions and accessing health services
 - Helped identify suitable job opportunities based on participant goals
 - High satisfaction with employment specialist support (skills and understanding)

The (process, impact, economic) evaluation demonstrated impact in some (but not all) outcomes of interest



Improved health management



Improved job search confidence



Increased employment rates (WMCA)



Significant improvements in health and wellbeing (all groups)



Positive return on investment (especially in SCR)

Some lessons from implementation:



Need for regular training for employment specialists (e.g. on engaging with employers)



Effort to maintain the engagement of GPs and health partners

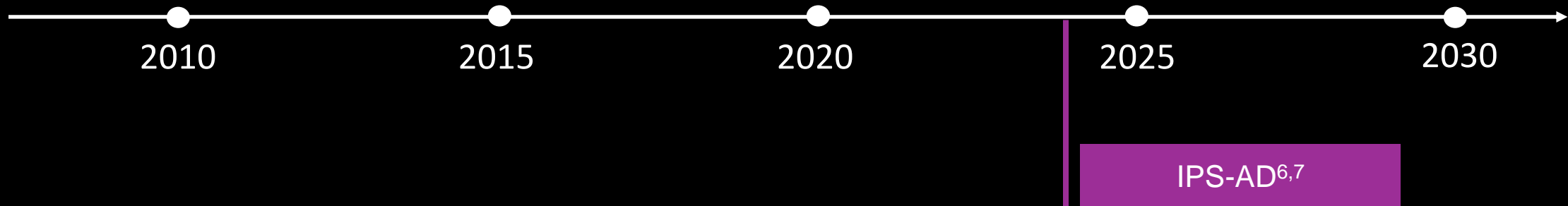


Locating employment services with health services to support integrated working

IPS-AD EVALUATION

2018-2020 (PUBLIC HEALTH ENGLAND)

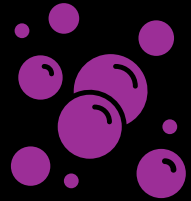
RAND Europe, CMH



The trial involved 1,720 clients across 7 drug and alcohol treatment services in England

- Implemented in Birmingham, Blackpool, Brighton and Hove, Derbyshire, Haringey, Sheffield and Staffordshire
- RAND Europe and CMH used a theory-based approach and mixed methods
- We examined the experiences of those involved in the IPS-AD study and documented the lessons learnt about
 - delivering IPS to people with drug and alcohol dependence
 - implementing IPS in the context of drug and alcohol treatment services

The recruitment, development and retention of IPS staff and integration in treatment teams took time and effort



Having a team of employment specialists with different skills and experiences was helpful

Adaptation



Training and development opportunities on IPS and the client group are essential

IPS Grow



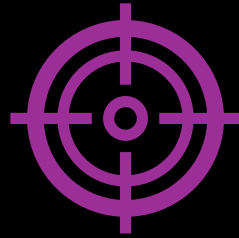
Strategies to encourage keyworkers to refer clients to IPS: working with managers, sharing good news stories

Integration

Clients were overwhelmingly positive about IPS support



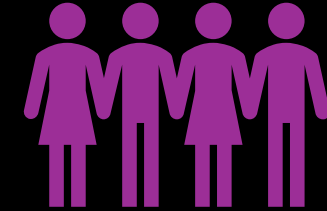
Built up clients' confidence and motivation to work



Flexible support that was tailored to client needs and client-led



Strong personal relationships with their employment specialists



Anecdotal evidence on effect on substance use and relationships with others

However, using IPS with the new client group was challenging



Many clients were unwilling to talk about substance dependence



Employers were reportedly unwilling to consider clients as potential employees



Employment Specialists could not provide all the IPS services as planned (employment engagement and in work support)

Insights from 10 years of evaluating IPS

- Employment specialists' skills are key and can be improved by support from trusted experts, peer groups, online resources
 - IPS Grow seems critical for up-skilling and re-skilling workforce beyond 'traditional' IPS
- There are similar challenges everywhere:
 - Clients are 'not ready for work': gatekeeping is a challenge, but can be overcome in time
 - Engaging with employers: perseverance, know-how and experience is needed
 - Disclosure: hard for people with mental health needs, and (even more so) for those with substance dependence
- Integration between IPS team and the 'host' service is always key and always difficult:
 - Adaptations are needed and they depend on the population and implementation settings

THANK YOU!

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