

Coordinating national and regional programs: Challenges in a Fragmented Context

Twenty Years of IPS in Europe and the road ahead.
Third International meeting of the European Learning Collaborative on IPS
Rimini, 19-20 de Octubre

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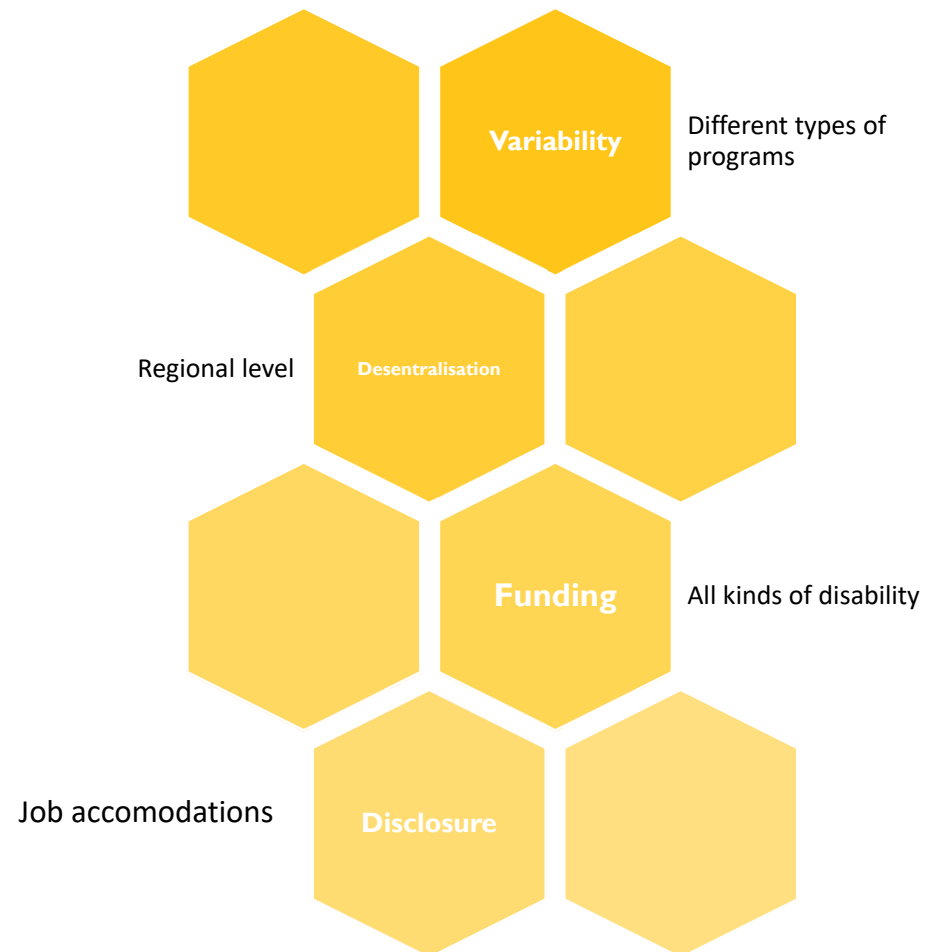
Overview Spain

- 17 autonomous communities
- 46 million population
- Economy deeply rooted in **Services and Tourism.**
- **Common universal framework regarding health, social security system and employment.**
- ***Decentralisation at a regional level.***
- Programs for people with a MH condition regarding employment depend on different **regional** departments.



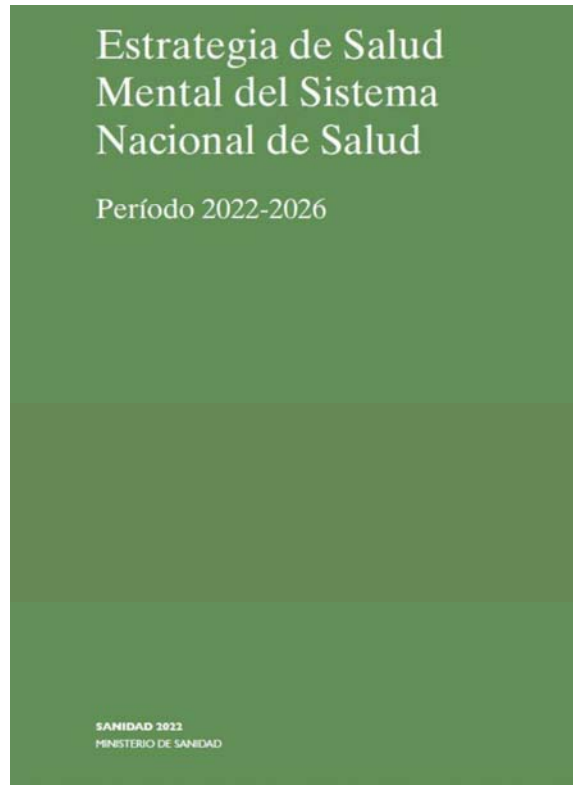
Employment programs

- Different types of program related to work coexist: vocational services, pre-labour services, shelter work programs.
- Programs are deeply rooted in the “train and place” model.
- Public funding based on annual bids regarding all kinds of disabilities. Difficulties in keeping regular funding.
- There are different kinds of tax benefits for employers that hire people with disabilities (certification is needed: It involves disclosure to obtain job accommodations).
- Stigma could be a barrier. People also have the option to work in competitive jobs without disclosing.

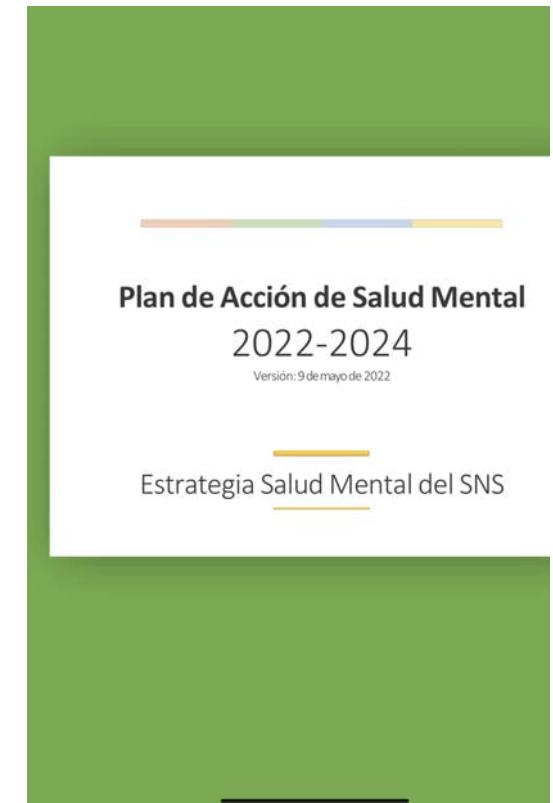


Overview Spain

National strategies and plans are not reaching the goal of employment for people with MH conditions, according to a citizenship commitment.



Mental Health Strategy of the National Health System (2022-2026).



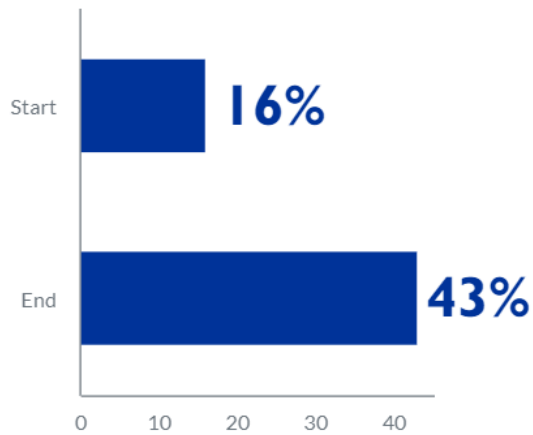
Mental Health Action Plan (2022-2024)

Catalonia experience

Pilot Project IPS 2013-2017



Pilot Project



The percentage of working people almost three fold in 4 years of the project



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Implementation of the Individual Placement and Support Pilot Program in Spain

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Objective: This article describes the adoption of Individual Placement and Support (IPS) supported employment between 2013 and 2017 in Catalonia (Spain) in the context of high unemployment and a predominance of traditional preemployment training approaches. It reports the experience of implementing IPS to promote competitive job placement of people with mental disorders. **Method:** The Avedis Donabedian Research Institute (FAD) designed, trained, implemented, and evaluated the project. We used a longitudinal, mixed-methods approach. **Results:** The demonstration project comprised 7 employment services and 12 ambulatory mental health centers. It followed up programs and participants from October 2013 to December 2017. The project added 1,188 new competitive jobs, increased the rate of competitive employment from 16% to 43%, and improved the fidelity of IPS by 44% on the organizational dimension and by 34% on services dimension. The quality of employment was similar to the overall employment market, with 94% of temporary jobs. The qualitative analysis confirmed several areas of improvement, including the vision of recovery, collaborations between vocational and mental health services, work patterns of practitioners, and views of work as an

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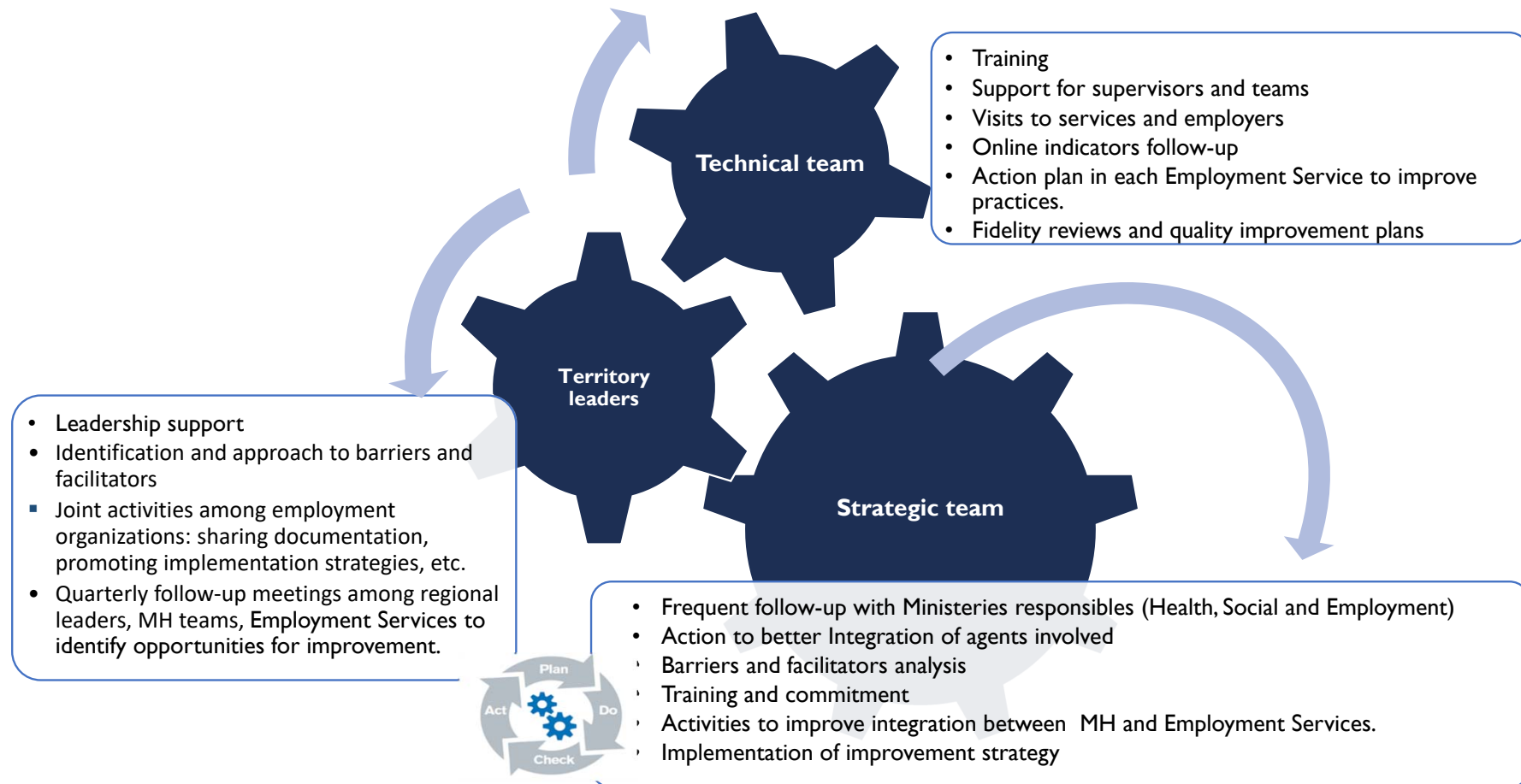
Pere Bonet is now at Mental Health Chair of the UVic-UCC, Vic, Spain; Mental Health Cluster of Catalonia, Spain. Cristina Molina is now at the Analysis and Strategy Area of Mental Health of Ordes Hospitalaria de San Juan de Dios, Aragón-San Rafael, Spain. Rosa Suñol is now at the Avedis Donabedian Foundation, Universitat Autònoma de Barcelona, Health Services Research on Chronic Patients Network (REDISSEC), Barcelona, Spain.

We declare that we have no conflict of interest.

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Implementation strategies



Tenerife experience (from 2004)



Canary Islands is a Community located in North Africa, politically dependent on Spain and Europe and culturally with influences of both continents. It's fragmented into 7 islands and their economy is rooted in **tourism and services**

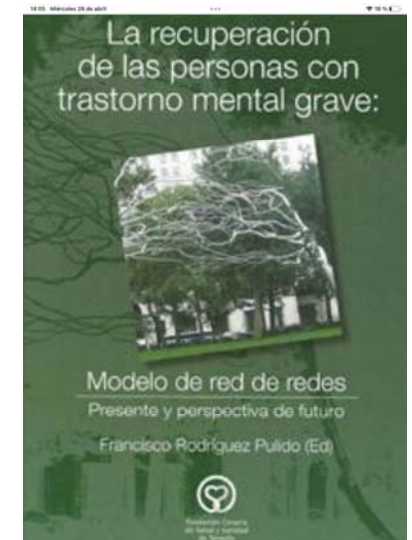
2,200,000 inhabitants and receives 12 million tourists annually.

Tenerife Island: 800,000 inhabitants

18.850 patients with TMG between 18 and 60 years old.



Since 2004, as director of the rehabilitation and recovery program for people with SMI, we designed a **care model** called a **network of networks** with health, social, and employment interactions, where several community teams interact and communicate. Community Mental Health Teams. Mental Health Community Public Network. Assertive community treatment team (IPS): Individualized employment support team that will interact collaboratively.



3rd IF

Dirección área del SCS .
Consejería de sanidad.

CIRPAC - SCS
Planificación y supervisión

PIRP/PAD/LD Tenerife
Resources RC

IASS, Unidad de la dependencia
Cabildo

Consejería de derechos Sociales del Gobierno de Canarias

NETWORK OF NETWORKS. Spaces and Interactions

Public funding

Direct Maangement

Public funding

CENTERS PSYCHOSOCIAL REHABILITATION - Psychosocial - Real context - Families

COMMUNITY TEAM ASSERTIVE. TMGP Home care Real context -24 hour availability

ALTERNATIVE ACCOMMODATION - Residences - Supervised Floors - Own address

OCCUPATIONAL CENTERS Occupation and pre-employment

IPS TEAM EAIE Ordinary Employment - Real contexts
Gestión SINPROMI

Tenerife experience Implementation strategies

Contracts per year (people SMI)

- **Network of Networks. Community-based recovery, integrating employment and MH.**
- **Research (User's satisfaction, social return on investment, etc)**
- **Other strategies supplementing IPS based on research (Cognitive remediation, social cognition an emotional rehabilitation, etc.)**

- **SINPROMI S.L. 8 employment specialists territori-based. 1 supervisor**

2012: 193

2013: 156

2014: 180

2015: 192

2016: 211

2017: 239

2018: 269

2019: 293

2020: 215

2021: 247

2022: 250

1760 PEOPLE REFERRED BY PSYCHIATRISTS (2004-2022).

AVERAGE YEAR: 120-140

259 AVERAGE ANNUAL CONTRACTS

Tenerife experience



SOCIEDAD INSULAR PARA LA PROMOCIÓN DE LAS PERSONAS CON DISCAPACIDAD, S.L.

Journal of Translational Science



Review Article

ISSN: 2039-348X

Review of individual placement and support (IPS) studies and results on health status of people with long-term mental disorder and competitive employment

Francisco Rodríguez Pulido*, Nayra Caballero Estebarez^b, David Osuna Pina^c and Celia León Palacín^d

Abstract

Children employment from the rehabilitative team model is believed to trigger stress in people with long-term mental disorders when subjected to demanding work situations. To test the accuracy of this hypothesis, different studies between 1999 and 2019 (16st) were conducted using various key words. Randomized Clinical Trials (RCT) that analyzed non-remediated outcomes related to employment and hospitalization in the Individual Placement and Support (IPS) strategy with severe mental disorders were specifically screened. A total of 20 outcomes were screened, 16 were selected and 17 were included. Of the selected studies, 10 studies reported employment (5 studies) and 10 months for the non-remediated outcomes (10 studies) and 10 months for the remediated outcomes (10 studies). The non-remediated outcomes were: 10 studies with long-term employment and 10 studies with long-term hospitalization. The remediated outcomes were: 10 studies with long-term employment and 10 studies with long-term hospitalization. The non-remediated outcomes were: 10 studies with long-term employment and 10 studies with long-term hospitalization. The remediated outcomes were: 10 studies with long-term employment and 10 studies with long-term hospitalization.

Introduction

As adults, people must make their own decisions, take responsibility and assume the consequences of their decisions on an equal footing with other citizens. This makes responsible one of the main reasons to social integration for recovering people with long-term mental illness. Their previous failure in the acquisition of their skills as citizens and recover their capacity to interact and personal recovery in the United States, Europe and now countries have been developed such as the Individual Placement and Support (IPS), which is based primarily on the placement of people with long-term mental illness into competitive jobs with ongoing support follow-up, in contrast to traditional vocational services that use "train and then place" approaches, training skills, assessing, followed work experience and job advancement. IPS studies over the last 20 years have generally focused on vocational outcomes (1, 2). In this line, in Toronto, in a context of high unemployment, we have developed the IPS strategy (3, 4).

On the other hand, there is attention on ordinary employment for people with long-term mental disorders based on the belief that ordinary employment from the rehabilitative team model can trigger changes of their lives when they are subjected to an environment that generates mental situations, both because of the demands of their work and because of their relationships with their colleagues and bosses (5). The aim of this review is to analyze randomized clinical trials (RCTs) with the IPS strategy in relation to their non-remediated outcomes (employment and hospitalizations), which have been published in the scientific literature during the 1999-2019 period.

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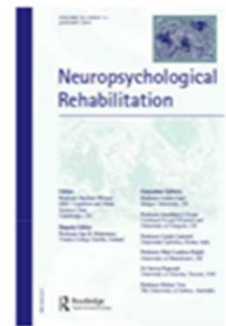
Key words: chronic psychosis, employment, evidence, non-remediated outcomes, psychosis, hospitalizations, psychiatric symptoms, medication, schizophrenia

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LA AUTONOMÍA PERSONAL EN EL EMPLEO ORDINARIO DE LAS PERSONAS CON TRASTORNO MENTAL GRAVE

Francisco Rodríguez Pulido (Ed.)



Cognitive remediation to improve vocational outcomes for people with psychosis experience

Journal:	Neuropsychological Rehabilitation
Manuscript ID:	NRH-OA 90.17.R1
Manuscript Type:	Original Articles
Date Submitted by the Author:	20-Sep-2017
Complete List of Authors:	Rodríguez Pulido, Francisco; Universidad de La Laguna Facultad de Ciencias de la Salud; Caballero Estebarez, Nayra; Sociedad Insular para la Promoción de las Personas con Discapacidad, SINPROM; González Dávila, Enrique; Universidad de La Laguna Facultad de Ciencias de la Salud; Melián Cartaya, María Jesús; Sociedad Insular para la Promoción de las Personas con Discapacidad
Keywords:	cognitive therapy, rehabilitation, psychosis, schizophrenia, evidence-based neurohab

3rd IPS European Conference

Gac Sanit. 2018;32(6):513-518

Original Efectividad de una estrategia de apoyo individualizado al empleo para personas con trastornos mentales graves

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Palabras clave:
 Empleo con apoyo
 Salud mental
 Trastornos psicóticos
 Rehabilitación psiquiátrica
 Personas con discapacidad

RESUMEN

Objetivo: Valorar la efectividad de una estrategia de apoyo individualizado al empleo (IPS) en personas con enfermedad mental grave en la isla de Tenerife (España).
Método: Pacientes de los Servicios de Salud Mental Comunitaria con trastornos mentales graves fueron asignados a dos grupos de forma aleatorizada. En uno de ellos se aplicó el método IPS (n = 124) y en el grupo control (n = 75) se asesoró en la manera habitual de búsqueda de empleo. Los pacientes fueron seguidos una media de 3,4 años y se analizaron cuántos trabajaron al menos un día, el tiempo trabajado, los salarios, el número de contratos y el número de admisiones hospitalarias. Se usaron métodos estadísticos no paramétricos en la comparación de resultados (U de Mann-Whitney).
Resultados: Los pacientes asignados al grupo IPS trabajaron al menos un día el 90%, frente al 75% del grupo control; trabajaron de media 30,1 semanas/año vs. 7,4; el salario mensual fue de 777,9 euros vs. 599,0 euros; el número de contratos por persona fue de 3,89 vs. 4,85, y los ingresos hospitalarios fueron 0,19 vs. 2,1.
Conclusión: La estrategia IPS es efectiva en la integración laboral de personas con enfermedad mental grave, logrando que trabajen más tiempo, tengan mayor salario y menos ingresos hospitalarios, en un contexto social de alto desempleo.
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Effectiveness of individual supported employment for people with severe mental disorders

ABSTRACT

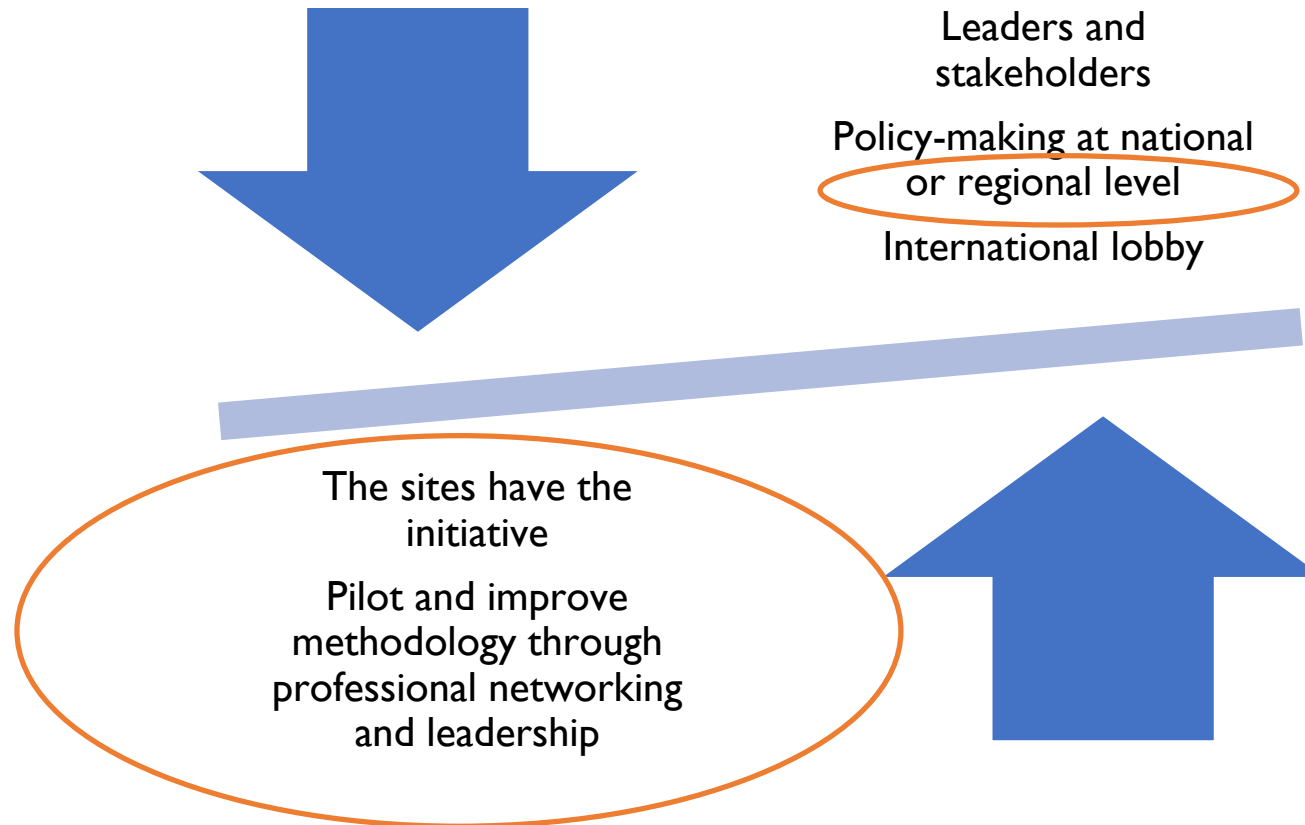
Objective: To assess the effectiveness of an individual placement and support (IPS) strategy in people with severe mental disorders in Tenerife Island (Spain).
Methods: Patients of Community Mental Health Services with severe mental disorders were randomly assigned to two groups. One of them received IPS (n = 124), and the control group (n = 75) was advised in the usual job search. Patients were followed up for an average of 3.4 years and an analysis was made of how many patients worked at least one day, working hours, wages, the number of contracts and the number of hospital admissions. Non-parametric methods were used to compare the results (Mann-Whitney U test).
Results: The percentage of patients who worked at least one day was 90% in the IPS group compared with 75% in the control group; they worked on average 30.1 weeks per year vs 7.4; the monthly salary was € 777.9 vs € 599.0; the number of contracts per person was 3.89 vs 4.85, and hospital admissions were 0.19 vs 2.1.
Conclusions: The IPS strategy is effective for the labour integration of people with severe mental illness getting them to work longer, have higher wages and fewer hospital admissions.
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SOCIAL COGNITION AND EMOTIONAL REHABILITATION IN PARTICIPANTS WITH SCHIZOPHRENIA

Francisco Rodríguez Pulido*, Nayra Caballero Estebarez, Alejandro A. García Caballero, Enrique González Dávila, Celia León Palacín, María del Carmen Hernández Álvarez de Sotomayor, Susana López Reig, Patricia Inés Vilchez de León, María Jesús Melián Cartaya and Beatriz Domínguez Fernández
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 Manuscript ID: 1250933
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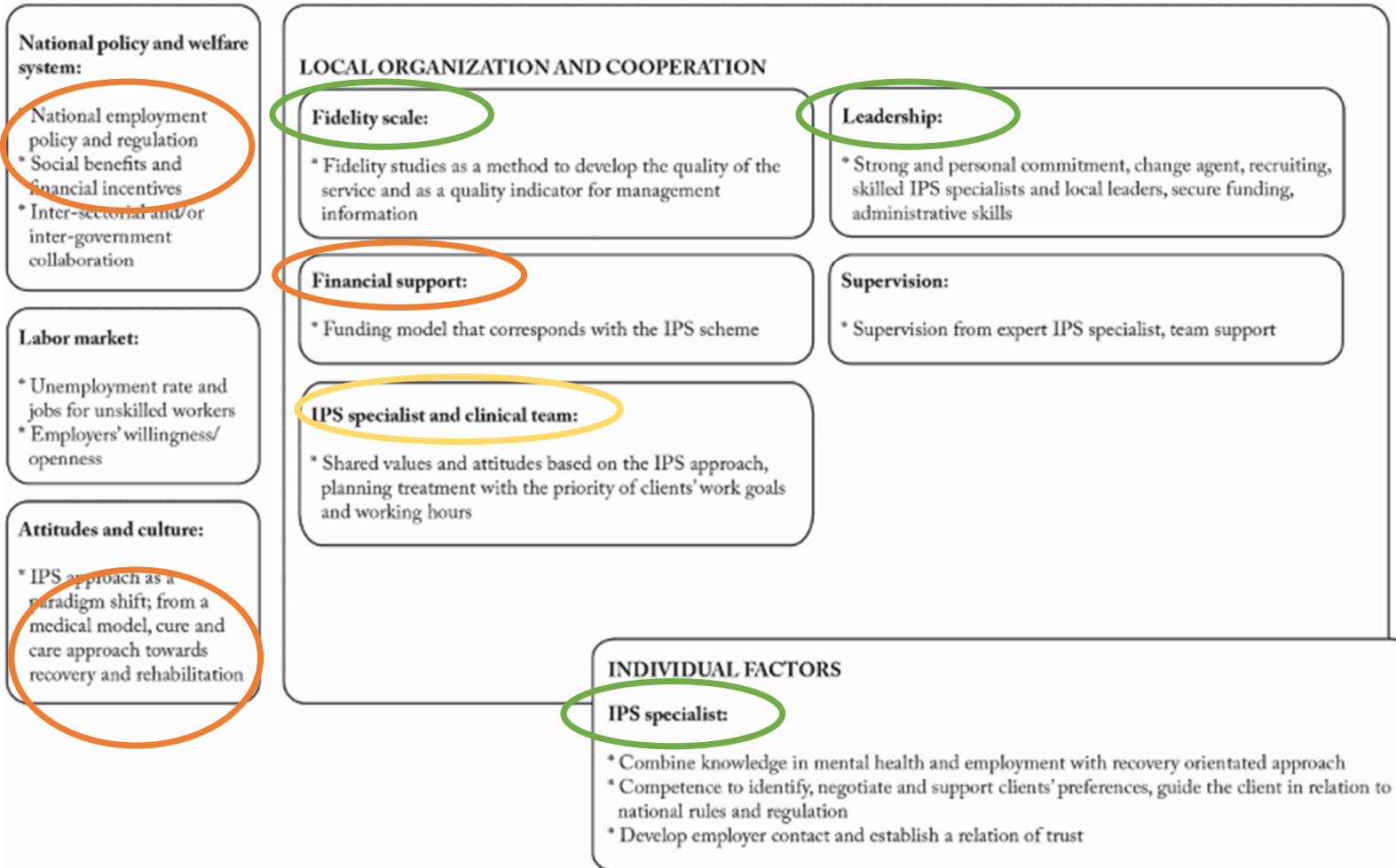
Background of IPS in Europe

Scaling-up strategies



Overview Spain: factors to implementation

CONTEXTUAL FACTORS



Implementation of the individual placement and support approach – facilitators and barriers

Inge Storgaard Bonfils^a, Henrik Hansen^b, Helle Stentoft Dalum^c and Lene Falgaard Epløv^d

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ABSTRACT
The individual placement and support approach (IPS) has become a widely recognized evidence-based practice to provide work for more people with severe mental illness. The aim of this literature review was to identify and evaluate research on implementation of IPS, focusing on facilitators and barriers. Contextual, local organizational, cooperation/team and individual factors influence the implementation process. Key facilitators are the use of a fidelity scale to measure and develop quality and the employment of skilled local leaders and IPS specialists. Barriers are located at the contextual level, when the national employment policy and regulation contradict the IPS scheme, and at the local level, where mental health professionals' negative attitudes towards the IPS scheme and a culture based on a medical approach challenge the implementation of IPS. The evaluation of research in IPS implementation show that most studies are empirically driven, using different understandings of implementation and have a poor theoretical underpinning of the studies. The need for further studies based on comparative methods and more developed theoretical framework is discussed.

ARTICLE HISTORY
Received 22 September 2015
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KEYWORDS
Individual placement and support; severe mental illness; implementation; systematic literature review

Introduction

According to OECD (2012), the unemployment rates are 3–6 times higher for people with severe mental disorder than for people with no mental disorder. However, studies indicate that with adequate support, people with mental health problems are able to get a job. The Individual Placement and Support – IPS – approach has become a widely recognized evidence-based practice (EBP) to increase work frequency for persons with severe mental illness (Kinoshita et al. 2013). IPS is based on a core set of principles, namely 1. Focus on Competitive Employment, 2. Eligibility Based on Client Choice, 3. Integration of Rehabilitation and Mental Health Services, 4. Attention to Client Preferences, 5. Personalized Benefits Counselling, 6. Rapid Job Search, 7. Systematic Job Development and 8. Time-Unlimited and Individualized Support (Drake, Bond, and Becker 2012).

The IPS model developed in the 1980s, inspired by the supported employment model (Drake, Bond, and Becker 2012). A systematic review from 2013 (Kinoshita et al. 2013) compares supported employment and IPS with other approaches for finding employment. Drawing from a total of 2259 people with mental health problems in 14 studies, the review has two main findings: (1) Supported employment increases the length and time of a person's employment; (2) Persons on supported

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Inge Storgaard Bonfils, Henrik Hansen, Helle Stentoft Dalum & Lene Falgaard Epløv (2017) Implementation of the individual placement and support approach – facilitators and barriers, *Scandinavian Journal of Disability Research*, 19:4, 318-333, DOI: [10.1080/15017419.2016.1222306](http://dx.doi.org/10.1080/15017419.2016.1222306)

Developing a regional approach

- **Exploring other regions** applying IPS in Spain such as Tenerife (Canary Island) and some sites in Catalonia or willing to apply it (Madrid and Andalusia). Other cohorts: rural areas and youth.
- As a result, we took the initiative to create an **IPS Network in Spain:**



Partners were chosen based on country need to expand IPS and their own IPS and project expertise. All have a proven commitment to incorporating people with lived experience in all their projects.

IPS Growth

The factors that stimulated the growth of IPS have been identified as:

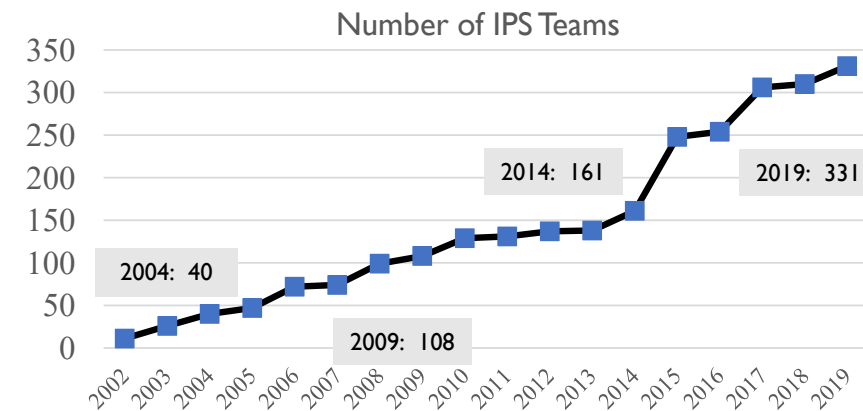
The impact of IPS local research studies.

The dedication of local/regional leaders.

Monitoring related to fidelity.

**Participation in the IPS International Learning Community.
Model effective IPS implementation strategies and peer learning.**

IPS Employment Center: Training, motivation, mentoring and advice.



Mean Annual Growth Rate: 25.6%

Pogue, 2021



Main goals of the IPS Spanish Network

- Supporting implementation and shift of practices to IPS, promoting evidence-based practices.
- Technical and methodological support: learning together. and ensuring fidelity to the model.
- To explore collaboration in research projects and dissemination activities.
- To put isolated organizations in contact with each other to share knowledge and experi
- Sharing documents and news from International and European networks.



Challenges

- New environments: very different places and conditions; different levels of IPS knowledge and experiences; private and public organizations. **Not specific funding yet.**
 - Different type of funding in each region. Very fragmentated (different departments).
 - Engage participation: quarterly virtual meetings based on participants interests and needs.
-

April 28th First meeting of the IPS Spanish Network in Tenerife



I JORNADA DE LA RED ESPAÑOLA DE IPS: CONSTITUCIÓN DE UNA COMUNIDAD PARA EL EMPLEO DE LAS PERSONAS CON TRASTORNO MENTAL GRAVE: COMPARTIR RETOS Y EXPERIENCIAS (15994).

19 abril, 2023 Encargo, Formación, Gratuito, Matrícula



I JORNADA DE LA RED ESPAÑOLA DE IPS:
Constitución de una comunidad para el empleo de las personas con trastornos mentales graves: compartir retos y experiencias

28 de Abril de 2023
Santa Cruz de Tenerife



1. SINPROMI
2. Fundació TRES C
3. SIL Sant Joan de Déu
4. CRL San Miguel
5. Fundació JOIA
6. CREAP
7. CRL Fuenlabrada (Fundación Manantial)
8. FAISEM
9. CHM Les Corts
10. Fundació DAU
11. OTL Ajuntament Sant Boi de Llobregat
12. Fundació DRISSA
13. MOSAIC
14. AFAEPS (Castilla La Mancha) New!

Thank you!

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And to Angelo Fioritti for his warm kindness and collaboration.

