

Managing fidelity in Denmark

-In the past, present and in the future

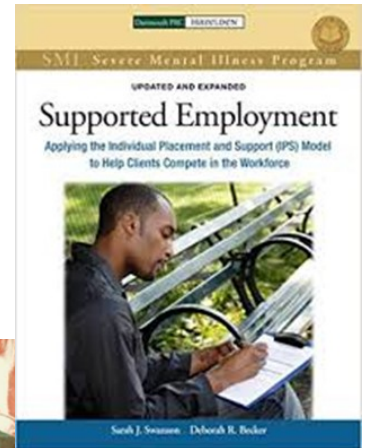


Twenty Years of IPS in Europe and the road ahead
Third International Meeting of the European Learning Collaborative *on* IPS
Thomas Christensen and Bea Ebersbach,
Copenhagen Research Center for Mental Health

IPS

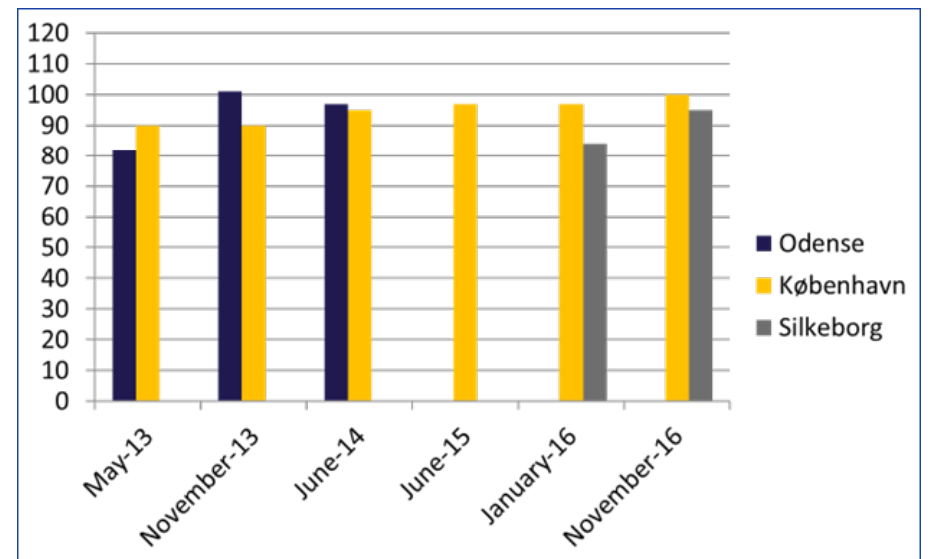
History of using fidelity reviews in Denmark

- In 2012-2019 the effect of IPS was investigated in an RCT including 720 people.
- Adaptions to the original manual included a cross-sectoral organization where employment specialists were employed in national job centers but stationed out in outpatient teams, and more focus in education.
- An American IPS fidelity reviewer conducted the reviews in collaboration with a Danish reviewer.
- The evaluation took place six months after trial commencement and subsequently an additional six ratings were performed.



History of using fidelity reviews in Denmark

- The mean IPS fidelity score of each site ranged from 75–101 measured on the IPS-25 scale.
- The scores increased from the first to the last rating at all sites.
- The main barriers to implementation were difficulties with integration with mental health and lack of managerial support for IPS in the mental health centers.



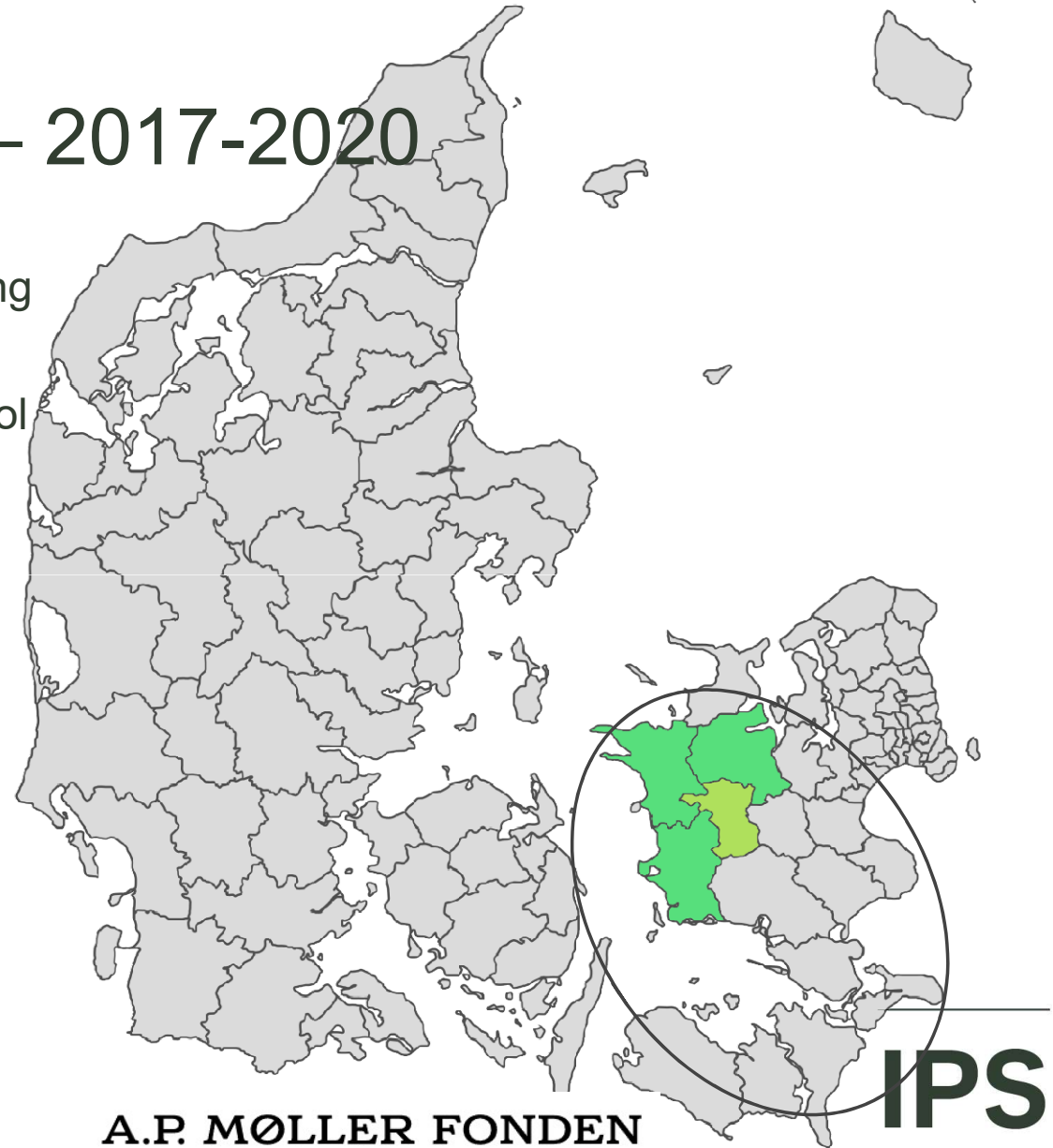
Psykiatri

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FRA FORSKNING TIL INDSATS

IPS Zealand – part one – 2017-2020

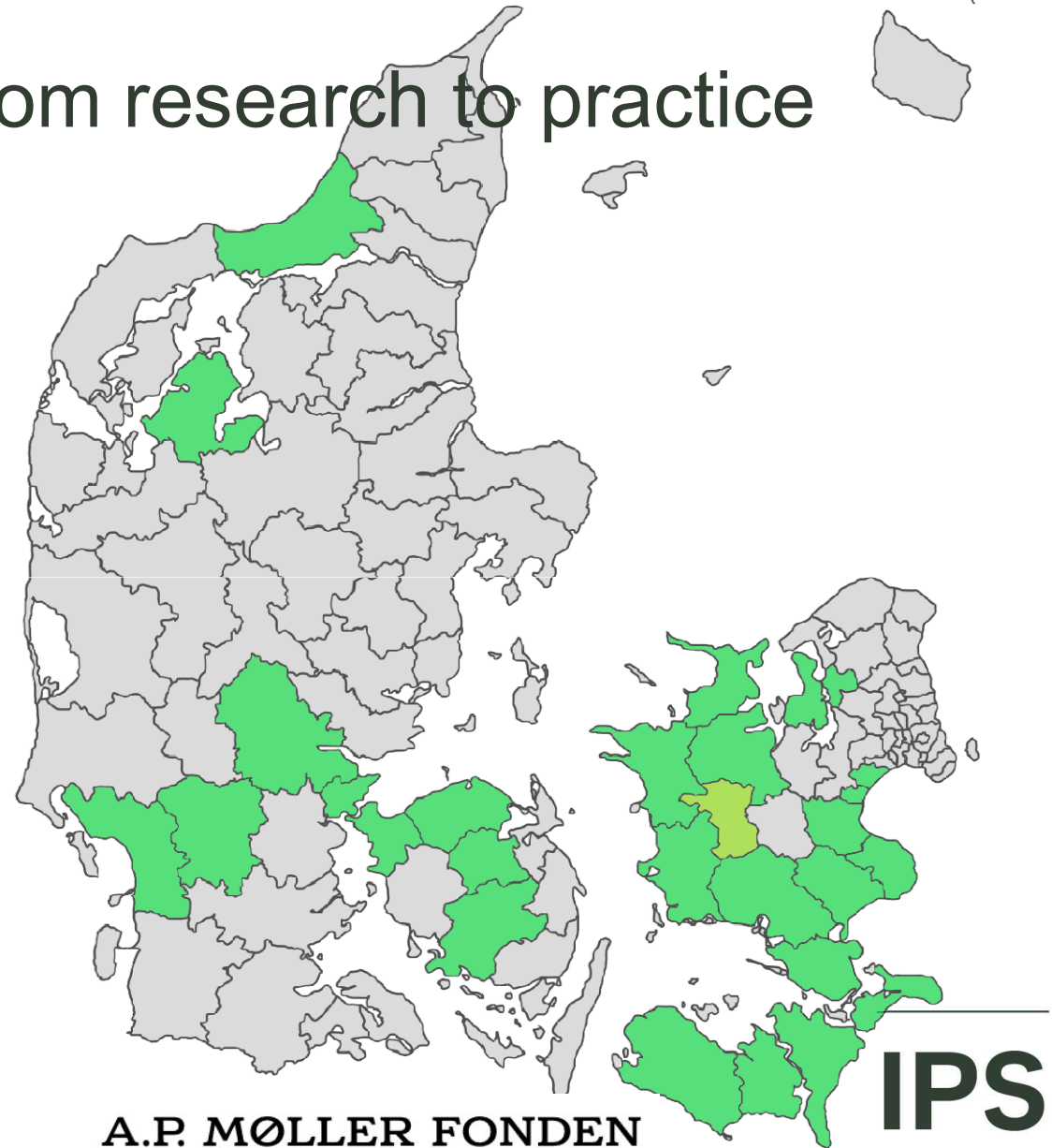
- One team – 4 municipalities – one quit during the first year.
- Used IPS-25 scale as an implementation tool
- Fidelity done by Bea and colleague Lone Hellström.
- Datacollection: one day each municipality
- Scoring and writing reports is very time-consuming for reviewers.



Psykiatri

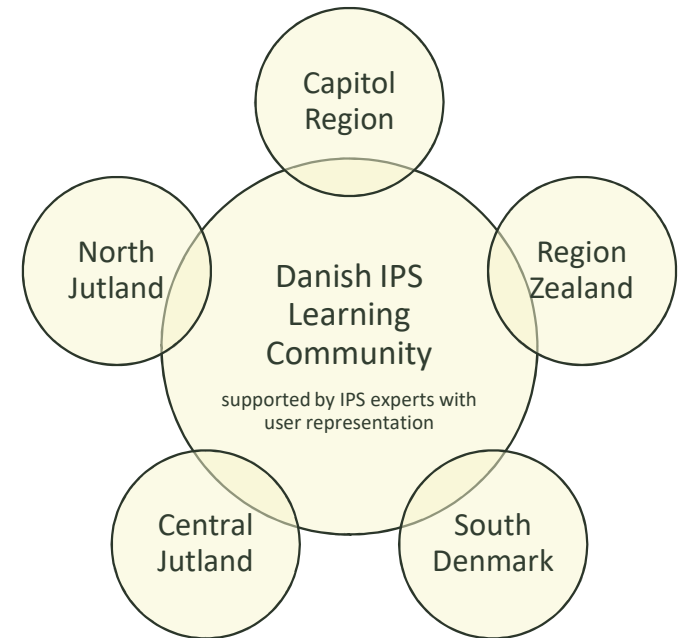
IPS implementation – From research to practice 2020-2024

- Implementation in 7 sites nationwide
- Collaboration with IPS Zealand – part 2
- IPS-25 was used in implementation research project
- Zealand wanted “lighter” fidelity, easier to conduct, with better fit
- Used IPS-15 scale, to still use validated scale
- Modified fidelity reports



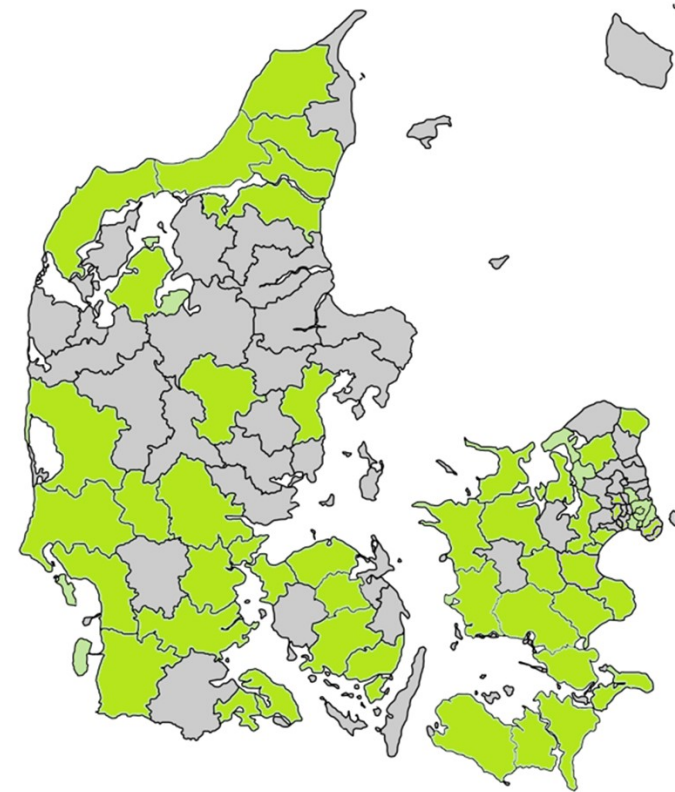
The final steps for full implementation in Denmark

- Scaling IPS in Denmark – analyses financed by the European Social Catalyst Fund.
- The Danish Agency for Labour Market and Recruitment (STAR), was identified as a key stakeholder, and they were introduced to the plan of scaling IPS in Denmark.
- STAR initiated a four-year project and funded 17 Million kr, to recruit IPS implementation specialists in each of the five Regions in Denmark.
- The main task is to ensure the implementation of IPS in the rest of the Danish municipalities and continuously work on improving collaboration across regions and municipalities.
- There were no funding for conducting fidelity reviews



IPS in Denmark today

Region	Number of municipalities per region	Number of municipalities with IPS implementation
Capital Region	29	13
Region of Zealand	17	14
Region of Southern Denmark	22	14
Region of Central Jutland	19	12
Region Northern Jutland	11	5
All five regions	98	58



Fidelity reviews in the future in Denmark

- In the new organization for IPS implementation in Denmark there is no funding for full-scale IPS fidelity reviews, but the current plan is to ensure quality by:
 - Monitoring the number of IPS candidates and the competitive employment rate, stratified for municipalities, using Danish national registers (could be combined with assessing satisfaction with treatment).
 - IPS implementation specialists will use a national guideline/standard for good IPS, based on the 8 core principles. STAR wants to use this instrument as a guideline for assessing if a municipality is delivering a minimum standard of IPS.
 - The plan is to develop a self-assessment fidelity tool that can be used as a dialogue tool for the IPS ambassadors.