

IPS IN SOCIAL AND EMPLOYMENT SERVICES

Workshop at the IPS European Learning Community
Conference 2025

Inge Storgaard Bonfils
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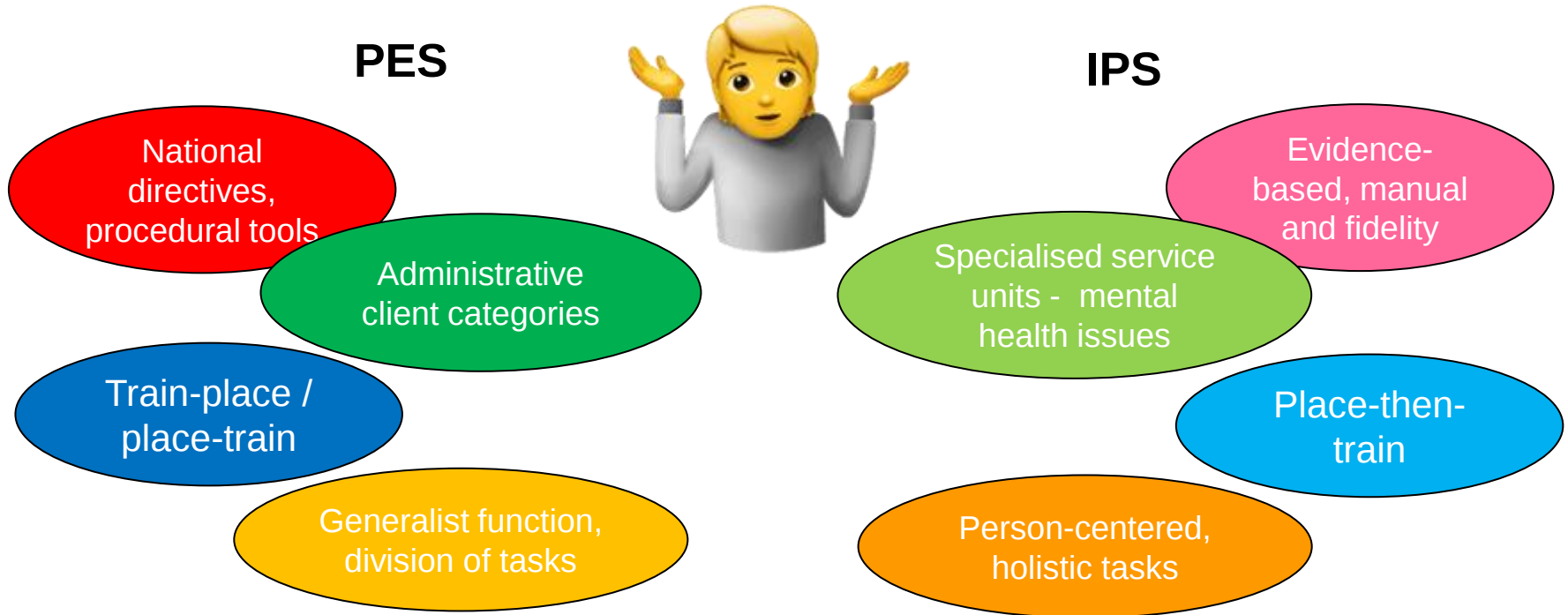
Agenda

- Introduction: IPS in social and employment services – viewpoints from research within a Danish and Nordic context
- Setting the scene: IPS as a new paradigm in public employment settings – navigating a hybrid context of traditional and new logics
 - Examples from Danish research
- Discussion groups: IPS and Adaptations for Local Context: Challenges and Facilitators
- Questions and open discussion

Viewpoints from research within a Danish and Nordic context

- My background: Ph.D. in political science, research focus on supported employment, IPS, mental health, and disability.
- A social science perspective on the implementation of IPS in the Danish and Nordic context
 - Member of the Nordic Research Network on Supported Employment
- Research; IPS for persons with SMI, Modified IPS for youth with less severe mental health problems (the Reconnect project; <https://www.reconnect-kp.dk/>)
- Teaching SE and IPS in Social Work.

IPS as a new paradigm in public employment settings



Navigating a hybrid context of traditional and new logics - examples

Between 'organizational fit' and 'organizational mismatch'

Writing Practices and Documentation:

Parallel, separated digital systems vs. integrated systems.

Double documentation causes tensions and frustrations.
(Bonfils & Kaya, 2025)

Divergent underlying values and organising principles

PES: Right and duty to activation
Bureaucratic organisational structure

IPS: Participation is voluntary /voluntarism
Organisational principles following the fidelity requirement
(Salado-Rasmussen et al. 2025, forthcoming)

Finding new meaning in working life as an employment specialist - examples

Flexibility of time and place – a person-centered approach

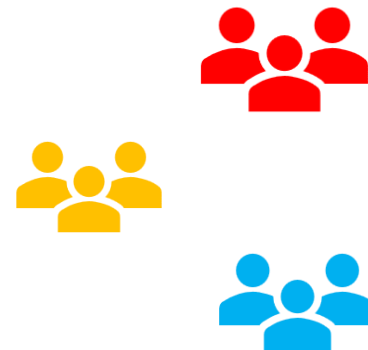
”So, they call me when they need to, and then I use my time, when they need my time. Instead of providing “me” when they do not need “me,” right? There is no use for that...” (ES6, 2023)

(Sieling-Monas et al. 2025)

Flexibility between multiple professional roles

”I feel like my [current] role...makes more sense in terms of what they [candidates] need. I might be this multi-functional thing... (...) I have many things up in the air, all aims to bring them closer to job or education. In my old job [statutory casework] it was more just a planned model for conversations and the same steps. All people are different, and their needs are different, right?” (ES6, 2021)

Discussion groups



Groups of 3 persons:

How is IPS implemented in your country?

How is integration between employment and mental health (or other) services organised?

Has IPS been adapted to the local context?

What factors have facilitated or challenged the implementation?

Questions and open discussion



References

- Sieling-Monas, S. M., Jørgensen, A., Kaya, H., & Bonfils, I. S. (2025). Supported employment – ensuring flexibility or introducing new demands? – a longitudinal case from Denmark. *Nordic Social Work Research*, 1–15. <https://doi.org/10.1080/2156857X.2025.2531826>
- Bonfils, I. S., & Kaya, H. (2025). Skriftlighed og skrivepraksis i jobkonsulenteres arbejde med unge i en Supported Employment-indsats. *Tidsskrift for Arbejdsliv*, 27. årg, nr. 1, 2025: 49-64.
- Bonfils, I.S. (2021): Implementing the Individual Placement and Support approach in institutional settings for employment and mental health services – perceptions and challenges from a case study in Denmark, *European Journal of Social Work* : <https://doi.org/10.1080/13691457.2020.1870216>
- Bonfils, I.S., Sieling-Monas, S.M., Kaya, H. og Jørgensen, A. 2020. Supported Employment – en ny beskæftigelsesindsats i en dansk kontekst. *Uden for Nummer*, nr. 41, 20. årgang, 2020. Side 24-33.
- Bonfils, I.S. .2020. Challenges of integrating employment services with mental health services as part of the ‘Individual placement and support’ approach, *Nordic Social Work Research*, DOI: 10.1080/2156857X.2020.1758756

What we learned together...

Our shared insights...

- Same experiences: struggling with the system (unclear responsibilities, homebase for IPS specialists differs, different mindset and values across sectors)
- Need to advocate IPS constantly ("fight the system")
- Navigating the system by sharing and shaping common grounds (values, ethics etc)
- Building coalitions with stakeholders to support IPS in the long term (ministries, user organizations, health services, working places etc)
- Developing and professionalizing the client-centred approach (disclosure/non-disclosure, recovery mechanisms)