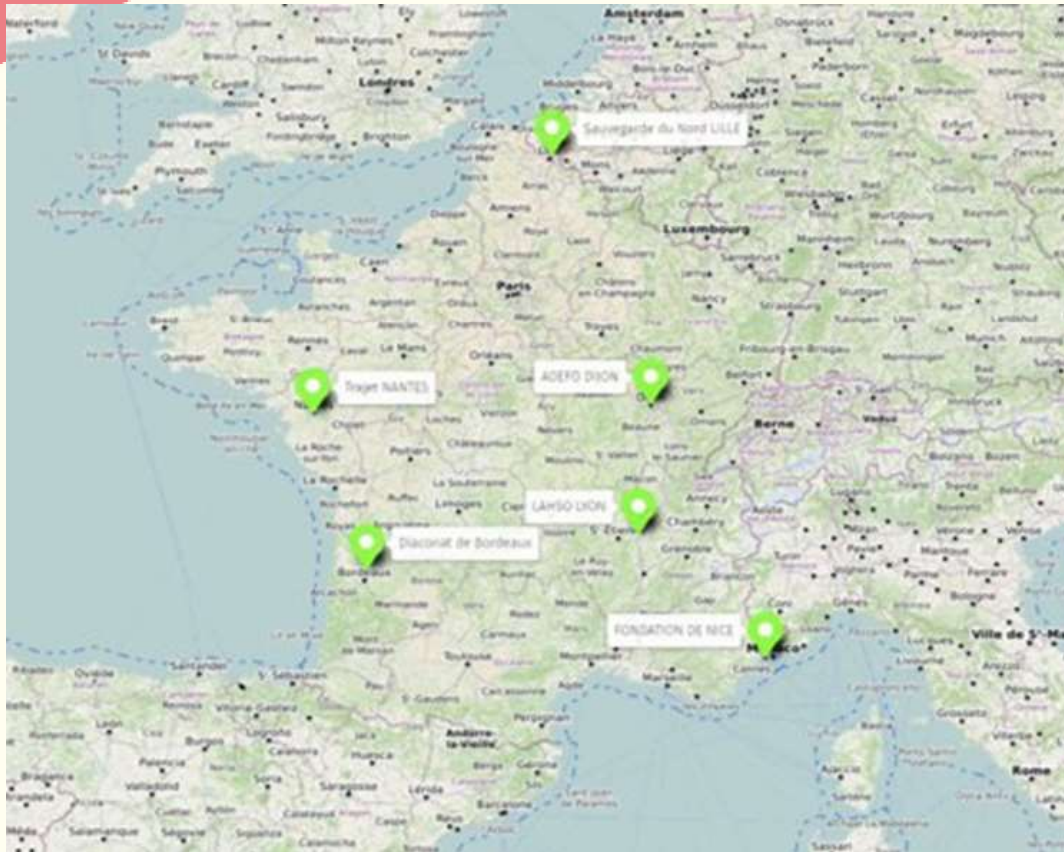




IPS for Homelessness

The COACH program in France

The COACH Program



COACH
Emploi et logement

The COACH's concept

In line with the "Housing First" programme and its principles:

- Access to housing and/or employment not conditional on prerequisites,
- Integrated, holistic support adapted to people's pace, aimed at putting them back at the centre of the decisions that affect them

An experiment to change support practices, linking "housing first" and "employment first"

- Aimed at people in sheltered accommodation who are long-term jobseekers
- Decompartmentalising access to housing and employment by creating a common culture

Target population

GENDER – Women : 45% - Men : 55%

AGE – 26-54 y. : 76% - 18-25 y. : 18% - +55 y. : 6%

NATIONALITY – French : 44% - EU : 12% - Non EU : 44%

AVERAGE LENGHT IN ACCOMODATION – 22 months

FAMILY SITUATION – Couple with children : 17% - One-parent family : 21%

AVERAGE LENGHT OUT OF JOB – Up to 5 years : 24% - One to 5 years : 30% - One year and less : 46%

QUALIFICATION LEVEL - No Education : 47% - Lower secondary level : 30%

Secondary level and upper : 14% - Foreign diploma : 9%

FRENCH LANGUAGE - 26% have a partial command of the French language

DRIVING LICENCE – 77% have no driving licence

**397
CLIENTS**

Outcomes

GENERAL INFORMATIONS

IPS Fidelity mean : 74/125

Average lenght of support : 12 months

168 CURRENT CLIENTS

46% competitive job access/10% education access

61% up to 6 months contracts,

58% part time jobs

39% job/education tenure

238 FORMER CLIENTS

57% employed

39% accomodation access
accommodation

57% of people rehoused had a job

47% of people in employment have found





The program process

- A top-down initiative
- A multi-actors approach
- A specific training process
- The COACH practices community
- An ambitious evaluation project

A top-down program



A multi-actors approach

National



Management and funding (500 k/y)



IPS training, TA and fidelity

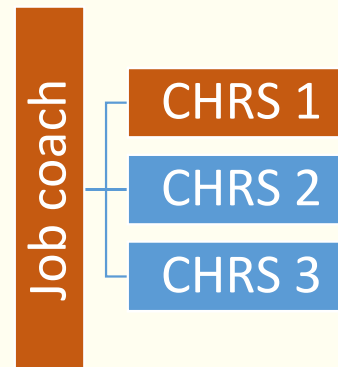


Evaluation

Local

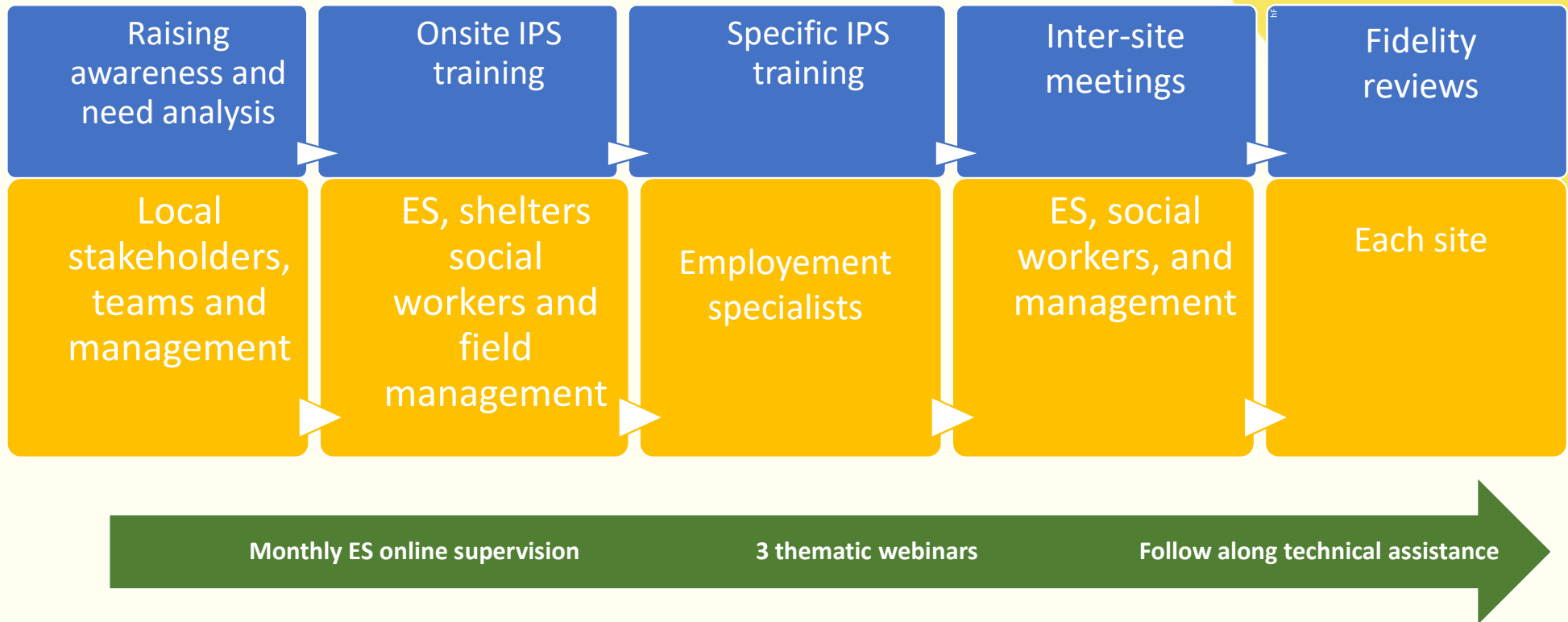


Institutional support



Operational implementation

A specific training process



The COACH practices community

A guided qualitative self-assessment on...

- Individual career paths from the clients's point of view
- Employment and housing support practices
- Territorial dynamics and governance



An ambitious evaluation project

Understand the impact of the program beside the quantitative outcome



Effects on directly observable material benefits



Effects on individual well-being and capabilities



Changes in the paradigms that structure professional

cultures



How it contributes to renewing the methods of intervention and cooperation between players in the fields of employment and housing



Intermediary qualitative results

Effects of IPS support

Overlapping effects of IPS Support and job access

Impacts on shelters organizations

Impacts on social workers practices

Effects of IPS support on individuals

Understanding the codes of the world of work

Reassurance and self-confidence

Ability to take concrete steps

Resilience and the ability to "take rejection" in stride

Overlapping effects of IPS support and job placement

Greater confidence in interactions with others

Ability to defend rights and understand duties

Taking an active role in the employment relationship :
negotiating working hours and pay with your employer, etc

Ability to take legal or administrative action

Recourse to the ES after taking up employment in the event of
resignation, conflict with the employer or with colleagues

Impacts on organizations

Placing the clients at the centre of their support

Focusing on people's strengths and resources

Putting people's empowerment into practice

Influence of IPS philosophy on all aspects of support

Impacts on (some) social workers

The non-predictability of people's abilities: "we try".

A change in attitude towards the person's preferences

Greater openness to employment's sector

The employment issue is more easily integrated into overall support

Better knowledge of the business world and the employment ecosystem



Some limits

- Difficult support for people with mental health problems and/or addictions
- Problems linked to administrative status
- The lack of a specific lever for housing
- The data do not show that access to employment favours access to housing
- Resistance from some social workers to the 'first' approach and the focus on employment



The end

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