

The role of the IPS- supervisor/team leader

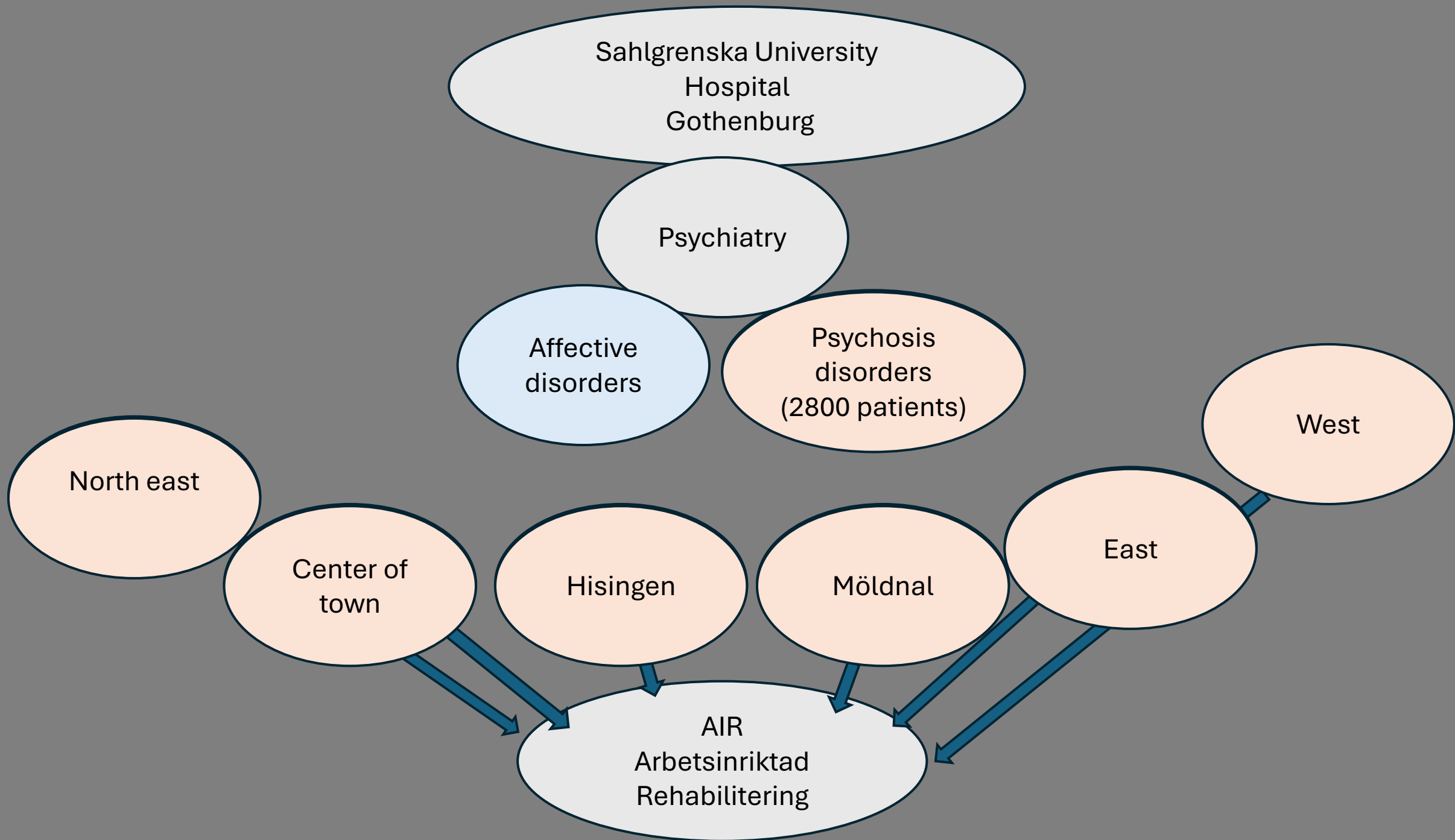
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Agenda

- 15 presentation and introduction
- 5 min: What do you want to get out of this session?
- 30 min group discussions
- 10 min sum up



Presentation



AIR

6 employment
specialists

0,5 supervisor, 0,5 PhD

1 manager

2 psychologists

What is supervision?

- Time for reflection
- Method supervision
- Process supervision
- Case supervision
- Group dynamic supervision
- Individual supervision

IPS-Manual: five key roles

- One full-time supervisor is responsible for no more than 10 employment specialists. The supervisor does not have other supervisory responsibilities
- Supervisor conducts weekly supervision designed to review client situations and identify new strategies and ideas to help clients with their work lives.

IPS-Manual continued

- Supervisor communicates with mental health team leaders to ensure that services are integrated, to problem-solve programmatic issues, (such as referral issues or transfer of follow-along to mental health workers), and to be a champion for the value of work. Supervisor attends a meeting for each mental health treatment team on a quarterly basis.

IPS-Manual continued

- Supervisor accompanies employment specialists, who are new or having difficulty with job development, in the field monthly to improve skills by observing, modeling, and giving feedback on skills, e.g., meeting employers for job development.
- Supervisor reviews current client outcomes with employment specialists and sets goals to improve program performance at least quarterly.

In addition to that..

- Statistics
- Fidelity reviews
- Communicating results to IPS-team
- Communicating results to Chief Executive Director
- Steering committee

Example

- Contract
- Case, round of questions, round of suggestions
- Structure (time keeper)
- Benefits: Continuously maintains/improves quality of the service
- Training

Related Items in the IPS-Manual

- **Vocational Unit:** At least two full-time employment specialists and a team leader comprise the employment unit. They have weekly client-based group supervision
- **Integration with Mental Health Care:** at least 90% of clients come from mental health treatment teams. The ES office is close to the team. Joint documentation. Weekly team-conference. ES suggests new clients for IPS.

What do you want to get out of this work shop?

- If you are a supervisor- what is the challenge in your country/work place?
- Challenges around IPS-supervision in your context?

Outcomes of the workshop

- The role of the IPS-supervisor is a back-bone crucial for the quality of the program
- It is difficult to have two roles, supervisor and employment specialist
- The supervisor must have experience from working as an employment specialist
- Small IPS-services are very vulnerable
- Interesting to hear about the differences between the countries
- It is important to have structure and support in the IPS-work