



# GROWING TOGETHER

IPS GROW

DECEMBER NEWSLETTER, EDITION 4

## A welcome from Lynne Miller - National IPS Lead, IPS Grow

Hello and welcome to the final edition of Growing Together for 2019 - a newsletter delivered by IPS Grow to share best practice, resources, news and plans across our growing IPS community.



This edition showcases the ever growing communities of practice (pg 2), the launch of a new podcast delivered by IPS Grow, Work Talk (pg 3) and some key dates for webinars in the new year, including a special piece by Dr Rachel Perkins on linking 'Recovery, IPS and co-production' (pg 3).

In the spotlight of this edition includes Enable who showcase their IPS training which is available to attend in January 2020 (pg 7) and Employ-Ability who deliver IPS across Essex and Suffolk in partnership with Essex Partnership University NHS Trust who share their success on a recent employer engagement workshop which was jointly developed with the IPS Grow Lead Lucy Anson-Golding for the East of England (pg 4-5).

We were also fortunate to host Sarah Swanson from IPS Works, USA, who delivered a 3 day IPS Leadership course in November. We look forward to sharing the learning from the training at our Communities of Practice across England in the New Year (pg 2).

The Christmas break is often an optimum opportunity for job changers or job searching, so if you're looking to grow your IPS team in the New Year, please speak to Tina (Marketing & Recruitment Lead) about sharing your job adverts, and other opportunities to promote your service.

Finally, wishing everyone a wonderful Christmas and look forward to working with you all in the New Year as we continue to expand access to IPS across England.

Let's grow together!

Lynne Miller  
National IPS Grow Lead

## CONTENTS

### P2-3 / NEWS

Fidelity Training from the US,  
Communities of Practice, Work Talk  
Podcast, Webinars in January

### P4-5 / FEATURE ARTICLE

Employ-Ability showcasing their success  
in collaboratively developing an employer  
engagement workshop

### P6 / TOOLS & RESOURCES

E-Learning, 2019 ES Cohort, Reporting  
Tool Survey and Recruitment

### P7 / FEATURE ARTICLE

Enable share an insight into their IPS  
training

### P8 - IN THE SPOTLIGHT

Highlights and updates





## NEWS

### Training from IPS Works

Sarah Swanson from IPS Works in the US joined us in the UK this month to deliver a 3 day fidelity training. This session was attended by over 25 individuals working within IPS and was a great opportunity to align our approach to fidelity reviews and we will be sharing this learning across the IPS community in the new year to support services with fidelity and the review process.

### Communities of Practice continue to take place across the country!

With festivities approaching the Communities of Practice haven't slowed down across the country - this month, IPS Grow held four Communities of Practice covering 4 different regions to continue to share best practice and build a stronger network and IPS community within the region.

#### *Some CoP highlights include:*

IPS Providers from across the North West came together for the launch of the first North West IPS Communities of Practice event, held at the Countess of Chester Health Park. A total of 39 people from across the region signed up to take part in the event which was a great success with lively and positive discussions throughout the day.

Lynne Miller (IPS Grow National Lead) opened the day by providing a national update on NHS England and the IPS Grow offer and was followed by Taro Kili who presented the IPS Grow reporting tool.

The remainder of the day was taken up by positive discussions about the opportunities and challenges faced by providers in North West and solutions for overcoming barriers for IPS services. One such solution was provided by Vanda and Mairi from Blackpool Council IPS Service who explained they encourage clinicians to wear badges displaying, 'ask me about employment' as a way of increasing referrals to the IPS service.

Key themes for the day included IPS fidelity, ensuring access for all to IPS services, ensuring the provision of good quality benefits advice, the importance of sharing good news stories, promoting the range of benefits that employment can have for an individual and the importance of IPS providers supporting one another. One delegate remarked at the close of the day that, *'It is great to be part of such a network where we can support and encourage each other.'*

To find out about the next COP event for your region, please contact your IPS Grow Lead [here](#).

In East of England, Lucy hosted the first Employment Specialist focused CoP for the region.

The day was attended by employment specialists across 10 services and included a talk from Public Health England EoE on the work ES's do and it's impact on wider health determinants as well as Paul Dorrington from South West London & St George's who spoke about personal leadership in the ES role and telling his own very moving and inspiring story.



*"I was really struck by the energy and enthusiasm in the room throughout the day"*

#### Dates for CoP in January:



# 7

CoP - Midlands

## Lets talk about work!



We have just introduced Work Talk – a podcast channel by IPS Grow discussing all things IPS. First in front of the microphone was Kate Bones (Director of OT at Sussex Partnership MH Trust) and Martin Dominy (Head of Service, Mental Health and Employment Support at Southdown). Together, they discuss their learning following a 10 year cross sector partnership working between a Trust and Third sector Organisation - and they provide a great insight into how they relied on each other to meet targets and ambitions to grow the IPS service.

Listen to the podcast here! 



Want to suggest a topic? Email Tina at [martina.gibbons@socialfinance.org.uk](mailto:martina.gibbons@socialfinance.org.uk) with details on what you'd like to hear about, or who you'd like to hear from!

## Training Dates

In addition to the e-learning and training workshops delivered across the country by the IPS Grow Regional Leads, some key dates for upcoming external training in the new year include:

### Centre for Mental Health:

*Leading for Excellence: Training for IPS Supervisors - 11th February 2020*

*Doing what works: Training for ES - 26th-27th February 2020*

### IPS Works:

*IPS Practitioner Course - 6th January 2020*

*French IPS Practitioner Course - 13th January 2020*

*Spanish IPS Practitioner Course - TBA*

*Providing IPS to Young Adults Course - 13th January 2020*

### Enable:

*IPS: Principles & Practice - 15th and 16th January 2020*

## Sign up for the Integrated Care Learning Network

A new collaborative platform connecting colleagues from across health and care has been launched, providing a one-stop shop on all things integrated care. Sign up for the Integrated Care Learning Network to build links with professionals across the country, access the latest information and resources, and learn about the building blocks of thriving health and care systems: <https://future.nhs.uk/integratedcare/grouphome>

## Save the Date! Upcoming Webinars in January

**13** On **Monday 13th January at 4pm**, **IPS Grow** will be hosting a webinar to launch the second run of the **free e-learning** course: *Supporting People with Health Conditions Into Work: IPS*.  
*[Join the webinar here!](#)*

**16** On **Thursday 16th January at 3pm**, **Dr Rachel Perkins** will be hosting a webinar on recovery, employment and IPS.  
*[Join the webinar here!](#)*

## FEATURE ARTICLE



# A collaborative approach to developing an employer engagement workshop

***We've spoken with Employ-Ability as they share their successes following the first of a two session Employer Engagement workshop delivered to Employment Specialists across Essex and Suffolk. Employ-Ability deliver IPS Services throughout Essex and Suffolk in partnership with Essex Partnership University Trust. This workshop was the first of its kind, with Employ-Ability taking a strategic approach to jointly develop the workshop to build upon different expertise as well as co-delivering it on the day.***

As part of Employ-Ability's commitment to developing their staff, they engaged with IPS Grow to jointly develop a two day Employer Engagement Workshop. Speaking with Sue Witty (Deputy Service Manager, Employ-Ability), she explained how some Employment Specialists were hesitant on Employer Engagement, de-prioritising it when they really did need to focus on caseload mobility. With employer engagement being such a vital part of the role and with so many individuals identifying they would welcome additional support in the area, it was clear that there was a need for a different approach to train and support the team to feel more at ease whilst carrying out employer engagement. "So we thought – lets make it a bit of fun, lets actually explain what employer engagement is and isn't, how to actually enjoy doing it and how to overcome initial obstacles." - Sue

The workshop jointly developed between Peter Webster (Lead Employment Specialist, Employ-Ability), Sue Witty (Deputy Service Manager, Employ-Ability) and Lucy Anson-Golding (East of England, IPS Grow Lead) and was co-delivered on the day too. This was a strategic decision to bring together the different experiences and approaches to employer engagement that Peter, Sue and Lucy hold; share their different styles, what has worked and hasn't worked for them. Speaking with Pete, he explained the importance of this collaboration as there is no one method which fits all: "...my background is corporate recruitment, so I can be quite corporate, whereas Lucy has a different background but has been successful in delivering IPS too, so it was good to have her view on things as well. Then everyone there could see and understand that whilst we all do it differently, we all have different methodologies that we follow and different ways that we deliver it, we all get a similar outcome, which was interesting." – Peter.

In order to plan the workshop, Peter, Sue and Lucy came together for a full day meeting – they each had an idea of what they wanted to cover and achieve during the workshop, so it was more of a matter of integration and figuring out what would fit into the day and how to make it as involved and engaging as possible. They took into account their own skill-sets and expertise and used these to identify what they would

each cover and what tools they could share. This co-delivery element of the workshop was key, recognising that it was beneficial to have different topics covered by different people, especially as they all do employer engagement slightly differently. Speaking about the day, Sue said "The workshop offered a good opportunity to energise and refocus the team – provide them with different tools they need for employer engagement and breaking down the fear which surrounds it. I was amazed that probably 90% of people in the room still had fears over employer engagement. That really surprised me – even the people who you think are doing really well as Employment Specialists, still said that they sometimes don't feel like they can do it well"

The objective for the first session was to open up the conversation around employer engagement, share different insights and styles and offer various tools for the employment specialists to adopt using their own style. Both Sue and Peter manage a team of employment specialists and regularly train their staff, but found this particular process of developing the workshop very stimulating and empowering – they recognised that employer engagement is a big task and it was important to tailor the training in this way to ensure the team remain individual about it - to find the balance of having the right



## FEATURE ARTICLE



tools, exploring what works and remaining genuine in what you're doing. "Every single interaction of employer engagement should be different, depending on what you're faced with" - Sue. Following the delivery of the first session of the workshop, the employment specialists now have been given the time, space and freedom to play with those tools, to see what works for them. The objective for the second workshop (which is due for January), is to bring the employment specialists together again to share what tools have worked for them, how it's impacted their approach and the outcomes they've seen. "The next workshop provides the opportunity for the employment specialists to talk through the tools and share experiences of 'I've done this, but this happened..' and we can then offer the additional training and support needed to move it forward." – Peter

Speaking about the workshop an Employment Specialist said:

“

*I found the EE training session compelling and motivational. It was delivered succinctly and with energy from experts in the subject, which came across very well. In particular, I found the interactive portions of the training day the most effective and impactful, I learnt new things and gained new insights into best practice and found the overall experience of discussing success stories and EE methodology with my colleagues to be empowering and motivational. Since taking part in the EE training day I have been able to effectively implement new techniques of my own to some great success.*

”

Sue commented that she can already see differences in her team following the first session; “the employment specialists are already using the tools they were given and you can see it in their thinking, they've opened their minds up a little bit more.. and just putting time aside for employer engagement is also key – and that it's okay to do that”. Peter and Sue have been encouraging the use of these newly acquired tools across their teams by going out on the road with staff and actually doing employer engagement in front of them, to demonstrate exactly what they're teaching – and proving that it does actually work.

By collaborating to create this engaging, interactive workshop together, with a focus on opening up the fears and perceptions around employer engagement and offering a variety of tools, Lucy, Sue and Peter share the view that this is the way forward for overcoming obstacles faced with employer engagement and best equipping staff.

Moving forward this workshop will be an ongoing element at Employ-Ability with both new and existing staff seeing great value from the workshop to refocus, acquire new skills and re-energise attitudes towards employer engagement. This approach to developing and delivering a workshop was a learning curve at Employ-Ability and they are now reaping in the benefits and looking to see where this approach can be adopted for future training and development.

For more information on this workshop or similar training, contact:

Lucy: [lucy.anson-golding@socialfinance.org.uk](mailto:lucy.anson-golding@socialfinance.org.uk)

Sue: [s.witty@nhs.net](mailto:s.witty@nhs.net)

Peter: [peter.webster3@nhs.net](mailto:peter.webster3@nhs.net)



**Essex Partnership University**  
NHS Foundation Trust



## TOOLS & RESOURCES



### Free E-Learning Course

The first run of the e-learning course is coming to an end. We've had great feedback, including:

*"every week has been excellent"*

*"enjoying the good balance of hearing from Employment Specialists, and being given information and discussion"*

We have invited learners to join an online group to keep the conversation going - the 2019 ES Cohort currently has 48 members and is growing as learners continue to finish the course.

If you started the course in October, but haven't yet finished, don't worry! The course will stay open over the Christmas period to complete it.



Got a question about the e-learning? Have you seen our FAQs? [Access the FAQs here!](#)

The videos for the e-learning course were co-produced by Paul. He was a fantastic addition to the team at IPS Grow where he developed his skills and gained additional marketing experience with a focus on video editing. A special thank you to all the employment specialists who featured in the video's sharing their experiences and top tips!



The next course run is due to start on Monday 20th January – however you can register for the course now [here!](#)

### IPS Reporting Tool

A number of services have been reaping in the benefits of using the IPS Grow Reporting Tool for their quarterly returns and day to day monitoring and progress of their teams.

We would love to hear your feedback so we can develop the tool further in 2020 - if you haven't already received the feedback survey, please see the link here. Please submit all feedback by 24th December.

[Reporting Tool Feedback Survey](#)

### Recruitment and Vacancies

IPS Grow hosts all IPS vacancies online, and promotes them across Twitter, LinkedIn and Facebook. We are currently advertising 15 IPS vacancies across 5 regions.

Please email all vacancies to [martina.gibbons@socialfinance.org.uk](mailto:martina.gibbons@socialfinance.org.uk) for advertising on the IPS Grow website and online channels. If you need further support with your recruitment, contact Tina for more targeted advertising and support with your candidate attraction and selection.

### Recruitment Toolkit

If you're involved in the hiring process, please ensure you have access to the recruitment toolkit to access an array of templates and tools for effective recruitment. You can sign up [here!](#)

# ENABLE TRAINING - FACE TO FACE AND FEET ON THE STREET...

By Matt Morris - Enable

**Wow! Isn't the role of the IPS Specialist multi-faceted? We want our Employment Specialists to bridge the corporate and care worlds, work with individuals who have complex mental health needs and barriers to employment, support employers, be positive, achieve sustainable outcomes, the list goes on... Therefore, it is essential that IPS Team Leads recruit for attitude and train for skills. A creative balance of natural skills and experience within the team coupled with passion and positivity will only serve the synergy of the team and help those we support. Enable's IPS training is designed to do just that turning the knowledge and principles into positive practice.**

The two day Enable IPS: Principles & Practice course is face to face training that provides a safe and positive environment in which to discuss IPS, share good practice and any fears or concerns an Employment Specialist may have using the IPS model as well as developing skills and knowledge by way of engaging practical exercises.

The purpose of the course is to:

- Embed the principles of IPS and how those principles serve the person you support.
- Learn practical tools and practical ways of working using IPS.
- Build confidence using the evidence based IPS model.
- Provide an energetic and engaging safe space to share good practice.
- Provide an opportunity to practice and discover techniques to engage employers.

***“Very interactive and positive... safe space to share opinions and experiences”***

Over the two days we explore the evidence based IPS model, the 8 Principles and Fidelity, the IPS specialist role... the essentials of the IPS toolbox, including Vocational Profiling, Development Planning, In-Work Support, building rapport with the client, engaging with clinicians... and there is, of course, an emphasis on employer engagement to encourage those 'Feet on the Street'.

Enable is an IPS Centre of Excellence that provides high quality supported employment services to individuals in Shropshire and has done so for over 20 years. As a team we passionately believe that the training of staff and development of knowledge and good practice improves performance, confidence in the model and essentially support more people, who must negotiate barriers to employment, into healthy, sustainable work.

Enable has always embraced the use of evidence-based models that are proven to work, drawing on our experience to offer effective and engaging training, delivered by practicing IPS Specialists with extensive experience.

***“Clear, friendly, motivating – I feel empowered!”***  
Training delegate

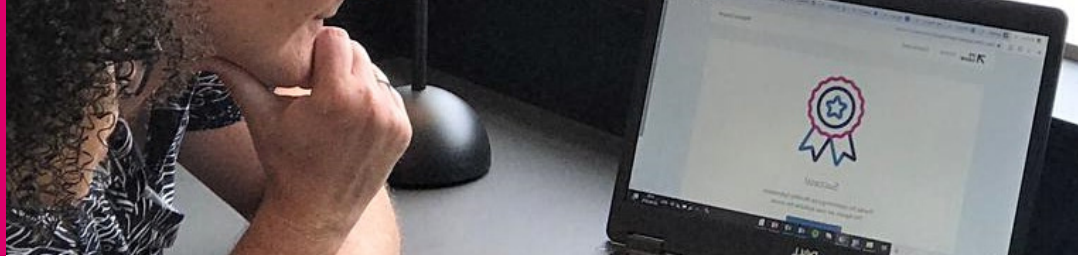
Aside from delivering commissioned 'in-house' training events for regional IPS services we also host our own events. The next Enable IPS training event is:

**IPS: Principles & Practice (2 day)  
Carrs Lane Conference Centre,  
Birmingham, B4 7SX  
14th & 15th January 2020**

For enquiries and bookings, please contact:

Matt Morris  
Enable Training Co-ordinator  
matthew.morris@shropshire.gov.uk  
07990 085563  
01743 276 900

## IN THE SPOTLIGHT



1

We absolutely love hearing and seeing the impact IPS is having across the country! Sharing your services impact and good news stories via online channels is a great way of promoting your service and also broadcasting the great work everyone is doing. In this edition, one of the highlights is from Enable:



2

Similarly, Amanda from South West Yorkshire Partnership NHS FT was nominated for being an exceptional leader who has worked hard to bring an IPS service to Calderdale - huge congratulations to Amanda.

Speaking about this recognition, Amanda said:

*"I was delighted to be recognised in the South West Yorkshire NHS Foundation Trust excellence awards as this has raised the profile of IPS as a new and innovative service within the Trust. We know that IPS supports people into employment and we are aiming to demonstrate excellence and strong job outcomes in our Calderdale locality"*



3

### Thought Leadership Piece in Mental Health Practice - RCNi

Miles Rinaldi has written a thought leadership piece on IPS which was published in Mental Health Practice – this piece is targeted at mental health professionals, focusing on the expansion of IPS services, informing clinicians what they should expect and how it will affect them.

[Read the full article here via the NHS Collaboration Platform](#)





*Wishing you all a wonderful holiday  
and the very best for the New Year!*

*From*

*IPS Grow Team*

### **Share the News!**

Please share this newsletter with colleagues so that we can keep more people informed about developments within and across our IPS Community. Let us know what you are doing to deliver high quality IPS services and let us share this across the community. If you have any thoughts on what content you'd like to see covered in future editions, please forward them to our team at [support@ipsgrow.org.uk](mailto:support@ipsgrow.org.uk)

Follow us on social media for an array of activities and highlights to keep updated  
between now and the next newsletter!



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