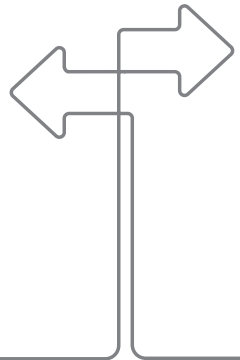




Individual Placement and Support

The evidence based employment support

A Guide for Employers



HSE Mental Health Services

What is Individual Placement and Support (IPS)?

- ▷ Individual Placement and Support is an evidence based employment support service designed for people who experience mental health difficulties.
- ▷ It is about supporting an individual to find competitive employment.
- ▷ It is about providing time unlimited supports to the individual so that he/she can achieve their potential at work.
- ▷ It is about matching a person with a competitive job—supporting the individual to access employment which matches his/her skills and talents.
- ▷ It is provided by an Employment Specialist who is a member of the local Community Mental Health Team with specific skills in relation to employment support.



Benefits of IPS to you, the Employer

- ▶ Reduced recruitment costs as this is a free service funded by the HSE.
- ▶ Confidential and professional service.
- ▶ Assists in hiring candidates in a quick and hassle-free way.
- ▶ Reduced staff turnover through flexible and ongoing support of an Employment Specialist.
- ▶ Improved employee wellbeing and employer satisfaction.
- ▶ On-going support for the employee, improving quality and productivity.
- ▶ Professional recruitment advice – helping you find the right candidate for your organisation.
- ▶ Helps you reach an untapped, motivated and diverse workforce.
- ▶ Actively engaging in Corporate Social Responsibility by offering opportunities to a person experiencing mental health difficulties.
- ▶ Developing an inclusive workplace that acknowledges and supports the mental health of your employees with the support of an Employment Specialist.
- ▶ Free on-going time unlimited support is provided to maintain employment.
- ▶ Advice given on grants available from the Dept. of Employment Affairs and Social Protection (DEASP) when hiring through IPS (Wage subsidy scheme etc.).

Employment & Mental Health ... The Facts

- ▶ Three people in ten have experienced mental ill health while in employment (CIPD, 2016) – you probably already employ people with a mental health difficulty but may not know it!
- ▶ As with any illness, early intervention can help prevent issues from escalating. Timely, continued on-going support is provided by Employment Specialists who are uniquely based within the Mental Health Team to do so.
- ▶ Employers cannot help employees if they do not know a problem such as a mental health difficulty exists. Being involved with initiatives such as this demonstrates that organisations/businesses are committed to their employees' wellbeing and are non-discriminatory, making disclosure of mental health issues easier.
- ▶ A mentally healthy workplace and increased employee engagement are interdependent – by looking after employees' mental well-being, staff morale and loyalty, productivity and profits will rise (CIPD, 2016)

Role of IPS Employment Specialist

- ▶ Works with a large and diverse employer base to connect jobseekers to employer needs for the best job match.
- ▶ The Employment Specialist holds expertise in relation to employment and can advise employers on providing an inclusive and supportive work place.
- ▶ Promoting opportunities for candidates who have been out of work within the business community.
- ▶ The Employment Specialist can advise you on Government grants and incentives when hiring a person through our service.
- ▶ The Employment Specialist is available for time unlimited support for both employer and client.
- ▶ Regular progress reviews between Employment Specialist and employer.



Employing a Person with a Mental Health Difficulty Through the IPS Service

- ▶ Only candidates with the pre-requisite knowledge, skills and abilities to do the job are put forward for selection.
- ▶ Fill gaps in an organisation's talent pipeline with no added recruitment costs.
- ▶ Employment Specialists have a caseload of committed people who want to return to the workforce.
- ▶ Timely, continued ongoing support of the Employment Specialist to the organisation free of charge.
- ▶ With regard to 'reasonable adjustments' in the work place should any be required, the Employment Specialist will work with the potential employee and employer. More often than not, our clients don't need big accommodations, just awareness and understanding!



Testimonials

Work provides you with this kind of sense of purpose and this stability and routine. When you're low and when you're down you don't think you'll be able to do an interview so then when you do get it, it's just s o ... oh my god ... amazing'

Service User

You realise the diagnosis isn't the end of the world ... you're fully capable of living a normal life ... I'm excited for my future'

Service User

I think it's a fantastic idea for the employer to be able to actually help out anyone in the local area who is trying to get back into the workforce ... having the Employment Specialist touch base with us from time to time has been a great help'

Employer

The experience so far has been phenomenal, without a doubt if we have any future employment coming up, I'd be approaching the Employment Specialist again to see if there are any more employees he'd recommend'

Employer

Employment Specialists Name :

.....
.....

Address:

.....

Email:

Phone:

.....

Affix your contact sticker here



Seirbhís Sláinte
Níos Fearr
á Forbairt

Building a
Better Health
Service



HSE Mental Health Services