

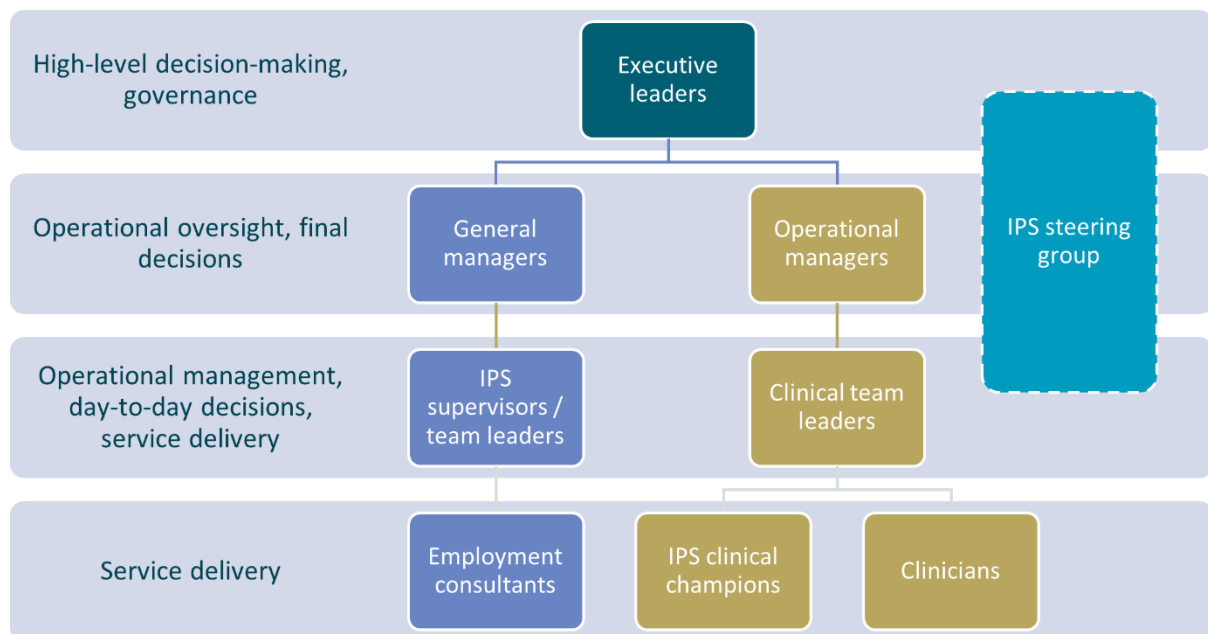
Guidelines: IPS Clinical Champions (for employment support)

Introduction

Individual placement and support (IPS) is an evidence-based practice supporting people with lived experience of mental health and addiction to find and sustain paid employment (including education opportunities).

Employment consultants are integrated into clinical teams; therefore, it is important to have a clear understanding of how your role as an IPS clinical champion plays a part in ensuring the employment consultant settles into the clinical team and how you can support and enable them to provide integrated services.

Team roles



Who can be a mental health IPS clinical champion for employment?

Any mental health and addiction team member can be an IPS clinical champion. It is however important to consider that you:

- Have the capacity to fulfil the role.
- Have a genuine interest in employment and its place in recovery.
- Are willing to be a positive practice role model to your clinical peers.
- Can advocate for people to gain access to employment support.
- Enjoy being a driver of change and influencing people.

Being a clinical champion means you:

- Have an absolute belief that people with mental health and addictions can work and thrive, regardless of diagnosis or symptoms.
- Develop knowledge of the Individual Placement and Support (IPS) approach.
- Are willing to work alongside the employment consultant to navigate the mental health team's processes, all with the aim of increasing access for people wanting to work.
- Support colleagues to put forward referrals of people wanting to access employment support and work with the employment consultant to help the team identify people who can be referred to the employment support programme.
- Are creative, flexible, and innovative in educating, influencing, and negotiating with colleagues to incorporate employment conversations with people on caseload, and contribute to employment and in-work support planning.

IPS clinical champion responsibilities:

- Give employment consultants a tour of the mental health and addiction services.
- Provide a contact list of all the clinicians in the team.
- Introduce employment consultants to different members of the team and explain their role.
- Help employment consultants with understanding the language used in mental health and addiction settings.
- Welcome employment consultants to participate in mental health and addiction treatment team meetings.
- Actively encourage and invite clinical peers to have employment conversations during care and treatment appointments.
- Actively encourage and invite clinical peers to refer people to the IPS employment support programme (regardless of barriers, diagnosis etc.).
- Share good news stories about people who have been successful in getting an interview, getting a job, or keeping a job etc.
- Ensure employment consultants are invited to social functions so that they feel part of the team.
- Support the coordination and scheduling of fidelity reviews.

Please find links to our series of short videos here:

[Introduction to IPS](#)

[The 8 core practice principles of IPS](#)

[The role of the IPS employment consultant](#)

[The role of an IPS employment support supervisor](#)

[Employment changes lives](#) – a personal account of Les accessing IPS employment support services in Northland, New Zealand