



# Recovery and support to employment program (IPS). One step from Housing First to Working First

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# What you should not forget!

- More than a roof, housing is the foundation of personal and social development of the individual. Housing is a fundamental right as work.
- The work is a way to achieve a meaning and a purpose to his life and therefore is regarded as an important component of recovery



# Social inclusion: the base of recovery

- "The people do not have to sit at home and wait until the disease disappears to have the status of a person who contributes to society... they have well beyond their illness talents, forces, skills and potential that they have an important contribution to make." (Davidson and all (2001), Simply to be let in: inclusion as a basis for recovery, Psychiatric Rehabilitation Journal, 24:4)



# How employment's support can help ?

- 75-90% of people with a serious mental health disorder do not work yet
- 50-70% of them say they want to work and get a job in the regular labour market



# Convergences between the two models

## IPS model:

- Clinical model of integration at work to find, obtain and maintain gainful employment on the regular market of labour
- program is offered and designed to serve people with serious mental health conditions (i.e. disorders psychotic, anxiety, mood and impulsivity)

## Housing first model:

- Model that offers direct access to an individual and sustainable housing.
- With a multidisciplinary and intensive long term support.
- For homeless long term with mental health problems and/or addictions.



# Convergences between the two models

## IPS and housing first models:

- Clinicians can't predict the success of integration of a person on the regular market of labour and housing.
  - the previous work/housing experiences, motivation, interests and even the dreams have a role in the customer's commitment in its approach



# From Housing First to Working First

- Housing is the first step out of homeless vicious circle.

Housing gives security and tranquility needed to find itself, as well as to move forward in other areas of life.

Have its own housing increase the motivation to want to work other things.



# From Housing First to Working first

- Having appropriated its home often the person is projected outward again: training project, find a job. (social inclusion by work)

## Difficulties:

- Low self esteem
  - Homeless « etiquette »
  - Addictions
  - Mental health problems
  - Poor experience,
  - Ambivalent behaviour, etc.
- => People do not find sufficient support in the conventional system of socio-professional reintegration
- Consequences: failure, stop training, etc.





- The 7 principles of the IPS model



# 1. the excluded 0

- People interested in work can participate in the program of support in employment, without distinction of: their psychiatric diagnosis, their symptoms, their professional history, or other problems, including substance abuse



## 2 - Employment support full treatment



## 3 - The goal is competitive employment

- The job paid minimum wage and more on the regular labour market and open to all
- Employment can be part-time or full-time
- Contributes to undo prejudices against the ability of people to work
- Promotes integration and social inclusion



## 4 - The quick job search

- The move towards employment snaps quickly
- No previous training; It avoids internships
- Continuous assessment, based on interests, preferences and work experience



## 5 - Ongoing support

- Support tags are unlimited
- Support is assured at all times, as long the user so desires, is in the process of integration
- The support and the accompaniment meet the needs of each
- The objective is the autonomy of the person



## 6 - The person's preferences are taken into account

- Starting point: employment preferences expressed by the client
- If they are met, employment is maintained longer and satisfaction is higher
- The idea is to exploit a wide variety of jobs scheduled, and the opportunity to work part-time, more or less
- It looks for the place which suits each (e)



## 7 - The shared decision-making process

- Collaboration in decision
- Carefully explains to the customer Act, social assistance, the impact of employment benefits and other benefits in the purpose of guide them and help them to understand and make their decisions about their work





# Results

- **Currently, four people are involved in the project:**
  - Social inclusion through work has set goals of care taking their meaning through a concrete project integration;
  - Increase self-esteem;
  - Increase recovery;
  - Treatment compliance;
  - Improving relation with others, peers;
  - Determination professional project;
  - Increased motivation;
  - Sense of competence in other areas; etc.