



INTUITIVE THINKING SKILLS®
Empowering people through education

Individual Placement Service (IPS)

Employment - Individual Placement Service



Public Health
England



Overview of IPS – Individual Placement and Support

As part of our employment arm, Intuitive Thinking Skills operate IPS services designed to improve the employment prospects of some of the most disadvantaged people. Working at the heart of our partner agencies, IPS offers highly personalised career support which dovetails with their wider support needs.

The eight principles of IPS

The eight key principles are:

- ✓ IPS is open to anyone, at any stage of their support journey
- ✓ Employment support is deeply integrated with their wider support needs
- ✓ Competitive employment is the goal (i.e. not jobs ring-fenced for people with health problems or disabilities)
- ✓ Rapid job search (within four weeks of program start), with minimal pre-vocational training
- ✓ Job finding, and all assistance, is highly personalised
- ✓ Employers are approached with the needs of individuals in mind
- ✓ In-work support is provided
- ✓ Welfare benefits advice is integrated with support

The Intuitive Thinking Skills IPS teams work to these principals, with staff who have a background of lived experience in a wide variety of social problems.

This provides the learner with a high level of resilience, able to learn from both positive and negative employment experiences to ensure they are equipped to deal with the dynamic employment markets prevalent in today's society.

In-work support

Our IPS team offers participants proactive in-work support, with regular, on-site visits designed to complement the employer's existing HR functions and ensure that the employee gains a positive introduction to the workplace. This in turn provides a significant advantage to the employer, providing them with new staff who are supported, focused and able to complete probationary periods successfully.

Job carving

Our team is skilled at negotiating with employers, ensuring that the job description is realistic and complementary to the particular needs of each individual. An example of where this could be necessary is if the individual has many of the core skills needed for a role, but a disability means that they are unable to carry out one or two specific tasks.

Our Employment Specialists can negotiate with the employer what reasonable adjustments could be made to ensure that the applicant is still able to carry out their job role.

Further information available on request