



INTUITIVE THINKING SKILLS

Empowering people through education

individualised
**Specialist
Employment
Team**

i-SET

Individualised Specialist Employment Team



Intuitive Thinking Skills have been delivering Individual Placement Support (IPS) Employment services within Drug and Alcohol Treatment services for over 6 years.

In April 2024 we rebranded the IPS service to become the i-SET Individualised Specialist Employment Team.

IPS services provide personalised employment support to people engaged within community services such as alcohol and drugs (AD), mental health (MH) and primary care (PC). It involves intensive, individualised support, rapid job searching followed by placement in competitive, paid employment, and time-unlimited in-work support for both employee and employer.

Our longest running IPS service is within the Derbyshire Recovery Partnership. The Derbyshire IPS was part of the national randomised control trials (RCT) aimed at creating an evidence based for the effectiveness of IPS within Substance Misuse recovery services. The success of our IPS contributed to the roll-out of IPS nationally. This was due to us consistently delivery high-performing, high-fidelity supported employment services.

We currently run 10 contracts, in Derbyshire, Derby City, Leicestershire and Rutland, Leicester City, Bolton, Salford, Bury, Trafford, Stockport and Suffolk with new areas coming online this year and into next.

We are specialists in aligning treatment with employment focussed activities to drive up outcomes for some of the hardest to help.

Eight Principles

IPS is delivered along the following principles:

- 1.** It aims to get people into competitive employment.
- 2.** It is open to all those who want to work.
- 3.** It tries to find jobs consistent with people's preferences.
- 4.** It works quickly.
- 5.** It brings employment specialists into clinical teams.
- 6.** Employment specialists develop relationships with employers based upon a person's work preferences.
- 7.** It provides time unlimited, individualised support for the person and their employer.
- 8.** Benefits counselling is included.

What do we do?

Our IPS Team engages with anyone who expresses an interest, no matter where they are at with their substance use, mental health status or physical disabilities. We have no exclusion criteria, customers just need to be in Tier 3 Drug and Alcohol Treatment.

There is no such thing as “not ready”, as our teams are instrumental in getting people ready.

Our participants receive a fully tailored service, specific to their needs, and focussed on getting the job they want. We do not push people into jobs they don't want, and we work with their Job Centre Work Coach to ensure that their benefits work for them, rather than against them.

We work with our participants for 9 months, supporting them getting into work, with an additional 4 months of in-work support thereafter. Having said that, if an extension of this provision is required, we always provide it.

Our employment specialists are skilled in having challenging conversations not only with our participants, but also with the employers we engage with.

From the information we gain from our participants around their wants, needs, skills and experience, we tailor our employer engagement approach. This approach to employer engagement helps promote sustainability in employment, and better recovery outcomes.

With 10 Employment Specialist teams across the country, the need for a centralised, shared resource of all the amazing employers we work with is at the core to what we do.

Situated in our i-SET Enablehood portal on SharePoint, we have an ever expanding, database of ‘warm’ employers, where they are based, what they do and what vacancies we have worked on.

This lends itself well to the fantastic work our teams do in the areas in and around where they are based.

