The Evidence of Supported Employment in Sweden: Different Groups and Different Contexts

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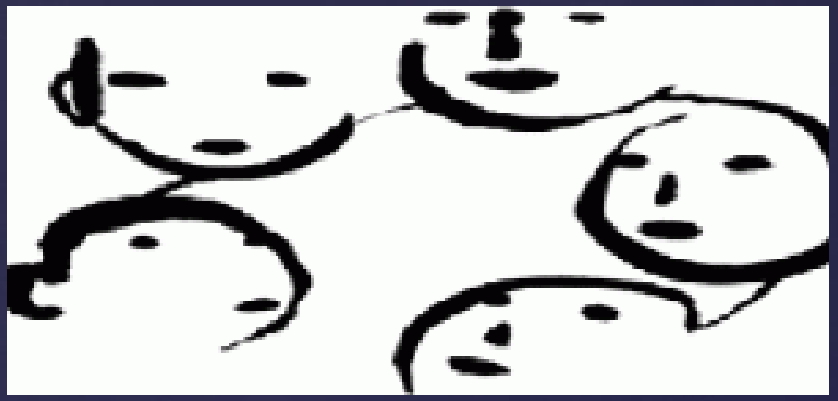
Hope
ONE WAY

IPS - Empower oriented approach

- supports empowerment process, on individual, contextual and structural levels (Bejerholm & Björkman, 2011; Hillborg, Svensson, Danermark, 2010)
- puts the service user at the centre of attention in a process that brings hope and meaning, ”I bring my own qualifications into the process of getting a job can do” (Areberg, & Bejerholm, 2013).

Introduction

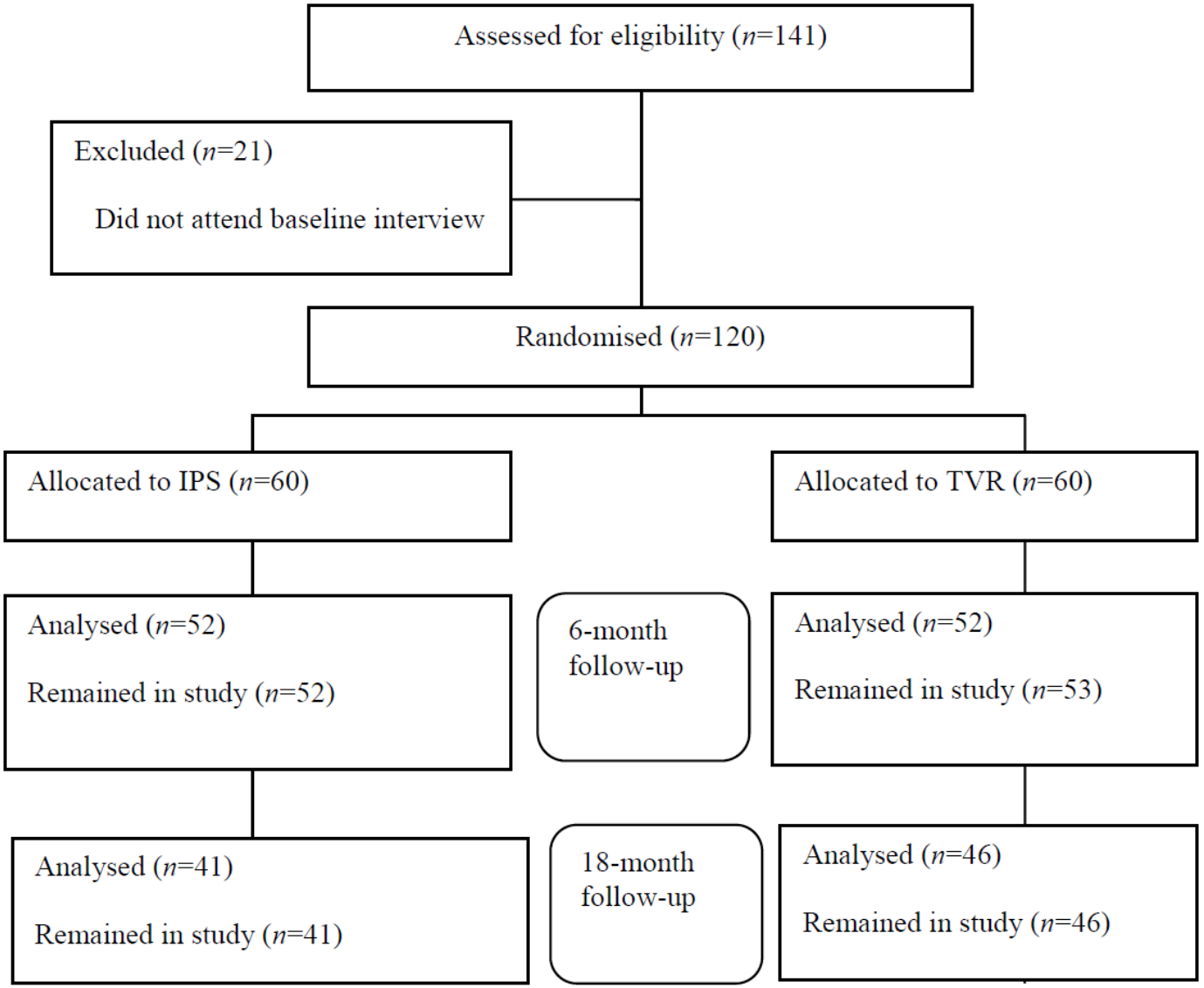
- Introduced Supported Employment according to the Individual Placement and Support (IPS) approach in 2007
- Inspired by Professor Burns and his research movement in evaluating the effectiveness (gaining employment or not) of IPS in Europe
- Varied to what extent IPS was effective in Europe (country) (Burns et al, 2007)
- What was the effect of IPS in Sweden?



Different Groups

Bejerholm, Areberg, Hofgren, Sandlund, Rinaldi (2015). *Individual Placement and Support in Sweden-A randomised controlled trial*. Nordic Journal of Psychiatry

Persons with psychosis


Assessed for eligibility (n=141)
Excluded (n=21)
Did not attend baseline interview
Randomised (n=120)
Allocated to IPS (n=60)
Allocated to TVR (n=60)
Analysed (n=52)
Remained in study (n=52)
6-month follow-up
Analysed (n=52)
Remained in study (n=53)
Analysed (n=41)
Remained in study (n=41)
18-month follow-up
Analysed (n=46)
Remained in study (n=46)

Vocational outcomes psychosis

- After 18 months employment: 46% (IPS) versus 11% (TVR) *(35% differences)*

  80% in IPS reached employment or internship

  90% in IPS reached employment, internship or studies

  only 20% in TVR reached employment, internship, or studies

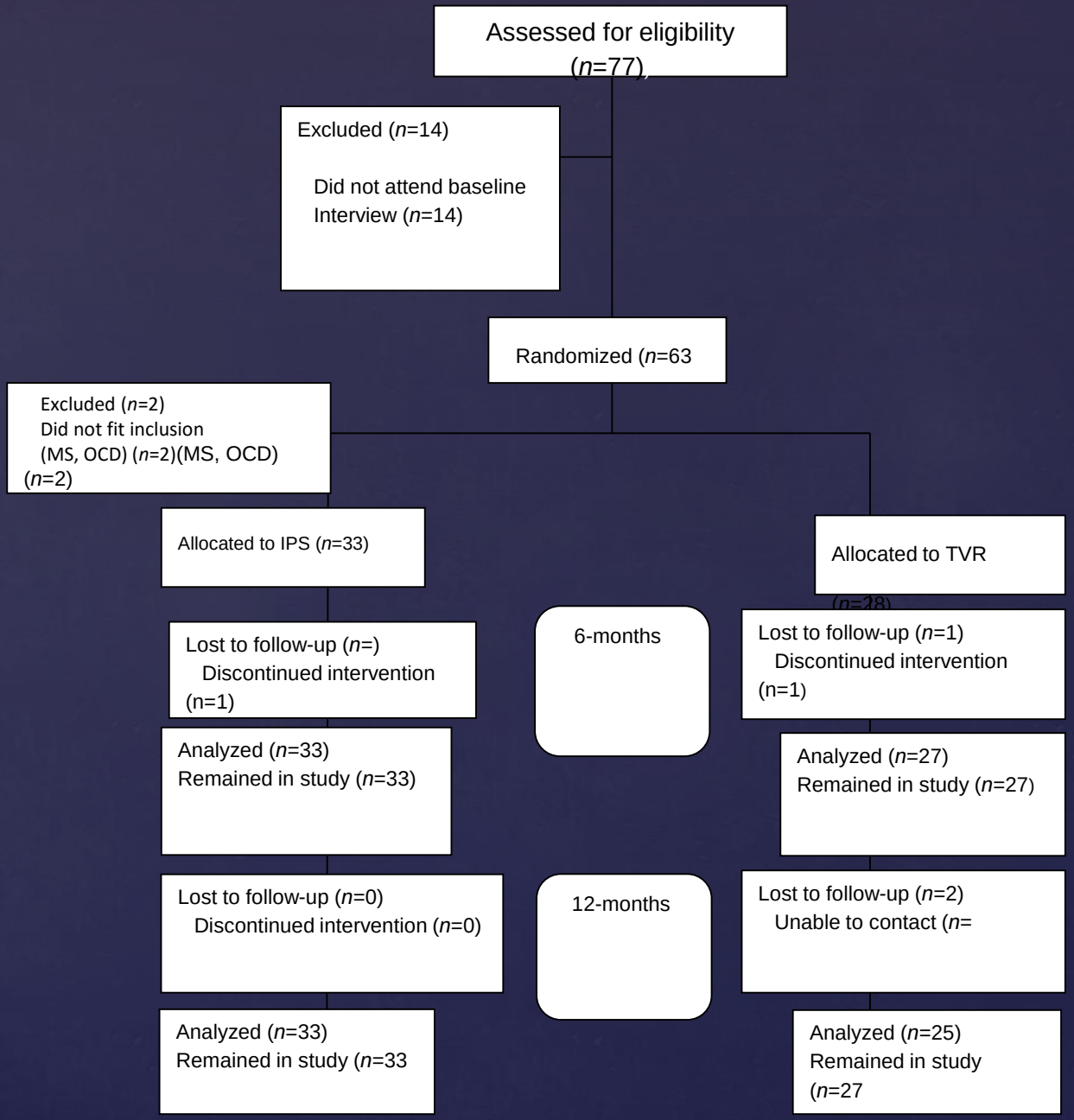
  Difference in income within and between groups

- Significant within and between group differences:
  - Quality of Life (MANSA) (within and between)
  - Empowerment (ES) (between)
  - Engagement in daily actitivies and community(POES) (within)
  - Work motivation (between)

Non-vocational outcomes Psychosis

Bejerholm, Larsson, Johanson (in press). *Supported Employment adapted for people with affective disorder-a randomised controlled trial.* Journal of Affective Disorders.

Persons with affective disorder


Assessed for eligibility (n=77)
Excluded (n=14)
Did not attend baseline Interview (n=14)
Randomized (n=63
Excluded (n=2)
Did not fit inclusion (MS, OCD) (n=2)(MS, OCD) (n=2)
Allocated to IPS (n=33)
Allocated to TVR (n=28)
Lost to follow-up (n=)
Discontinued intervention (n=1)
6-months
Lost to follow-up (n=1)
Discontinued intervention (n=1)
Analyzed (n=33)
Remained in study (n=33)
Analyzed (n=27)
Remained in study (n=27)
Lost to follow-up (n=0)
Discontinued intervention (n=0)
12-months
Lost to follow-up (n=2)
Unable to contact (n=
Analyzed (n=33)
Remained in study (n=33
Analyzed (n=25)
Remained in study (n=27

Vocational outcomes Affective

- After 12 months employment: 42.4% (IES) versus 4% (TVR) *(38% differences)*

  ca 80% in IES reached employment or internship

  over 90% in IPS reached employment, internship or studies

  only 28% in TVR reached employment, internship, or studies

  Difference in income within and between groups

- Significant changes of scores between baseline and 12 months:
  - Increase Quality of Life (MANSA) (within)
  - Increase in Empowerment (ES) (within)
  - Increase Social Roles (SIX) (within and between)
  - Increase Global psychosocial functioning (GAF) (within)
  - Decrease depressive syptoms (PANNS) (within and between)

Non-vocational outcomes Affective

Bejerholm, Sandlund, Hillborg (in progress). *Individual Placement and Support implemented in Newly Intervention Team for people with First Episode Psychosis –A multi method study.* In progress

People with First Episode Psychosis (FEP)

Vocational outcomes FEP

- After 12 months 25% employment (*n*=5), 20% internship (*n*=4), 15% studies (n=3).
  - Only 20 participants in this multi-method case study.
- Significant increase of income

- Significant changes of scores between baseline and 12 months:
  - Increase Quality of Life (MANSA)
  - Increase Social Roles (SIX)
  - Increase Global psychosocial functioning (GAF)
  - Decrease positive and negative symptoms (PANNS)

Non-vocational outcomes FEP

A change of mind

- We recognize work now. The difference is that we are actively doing it now. Instead of just saying it, we really can bang the table, that is the way it is now. Work is important and IPS is the intervention the patients speek well about in the corridor even though they do not get a job (FEP-team)

Bejerholm, Liljeholm, Hillborg (in progress). *Getting started with the future through Individual Enabling and Support–A pilot study.* In progress.

Young adults with affective disorders

Qualitative findings

Different contexts

- **Bejerholm**, Larsson, Hofgren (2011). *IPS illustrated in the Swedish welfare system: A case study*. Journal of Vocational Rehabilitation

- Hasson, Andersson, **Bejerholm (2011)**. *Barriers in implementation of evidence-based practice: Supported employment in a Swedish context*. Journal of Health Organization and Management

Implementation outcomes

in mental health services

- Takes longer time
- Departs in welfare organisations structure rather than service user's need
- IPS-work capacity (individual) vs TVR work capacity (global)
- Negative attitudes and little knowledge (low mental health literacy)
- Diagnosis perspective rather than recovery perspective
- Fidelity between 110-117 points

- Fidelity outcomes do not tell you how implemenentation of supported employmnet could be understood and facilitated in different contexts

- Bergmark, Bejerholm, Markström (2015) Policy changes in community mental health - Interventions and strategies used in Sweden over 20 years. Social Policy and Administration

- Bergmark, Bejerholm, Markström (2016). Critical components in the local implementation of evidence based practice-Individual Placement and Support at three Swedish sites. Social Policy and Administration

- Bejerholm, Bergmark, Svensson, Markström (submitted). From national incentives of implementing Individual Placement and Support to service users' recovery: A pretest and posttest intervention study

- Markström, Svensson, Larsson, Bejerholm (submitted). What influences a sustainable implementation of evidence based interventions in community mental health services? -Development and pilot testing of a tool for mapping core components

IPS implementation outcomes

in 14 municipalities in Sweden

Analysis model built on Fixen et al (2005, 2009), Damschroder et al (2009), Durlak & DuPre (2008), Meyers, Durlak & Wandersman (2011)

A. Circumstances at system level
B. Circumstances at organisational level
C. Circumstances at performance level
D. Continuity in support
E. Results

Site	1	2	3	4	5	6	7	8	9	10	11	12	13	14
ORGANISATION (max 36p)														
Need	3	1	3	3	3	1	2	2	1	2	3	1	2	2
History	1	1	3	2	2	1	2	3	1	1	2	2	1	2
Legitimicy	2	1	3	3	3	1	3	2	1	2	2	1	2	2
Match	2	2	3	3	3	1	2	3	1	1	2	1	2	2
Climate	1	1	3	3	2	1	3	3	1	1	3	1	1	2
Co-climate	1	2	3	2	3	2	2	2	2	2	2	2	2	3
Anchoring	2	2	3	3	3	2	3	2	1	2	2	1	1	3
Champion	2	2	3	3	2	1	2	1	1	1	2	1	1	2
Ext champ	1	2	3	3	2	1	3	1	1	2	3	1	1	2
Strategy	2	1	3	3	3	1	3	1	1	1	2	1	2	1
Steering group	1	2	3	3	3	2	3	2	1	1	3	2	2	2
Co-partner	2	2	3	2	2	2	2	2	2	2	2	2	2	2
Part Sum	20	18	36	33	31	16	30	24	14	18	28	16	19	25

Site	1	2	3	4	5	6	7	8	9	10	11	12	13	14
PERFORMANCE (max 21p)														
Recruitment	3	3	3	3	3	2	3	3	2	3	3	2	1	2
Continuity	1	1	3	2	3	1	3	3	1	3	3	2	3	1
Leadership	1	2	3	3	3	2	3	3	1	3	3	2	1	2
Co-partner	3	2	3	3	3	2	2	2	2	2	2	3	2	2
Dissemination	3	3	3	3	3	2	3	2	2	3	2	2	2	2
Reimburcment	3	2	3	3	3	1	3	2	2	2	3	2	2	2
Education	3	3	3	3	3	3	3	2	2	3	3	2	2	2
Part Sum	17	16	21	20	20	13	20	17	12	19	19	15	13	13

Site	1	2	3	4	5	6	7	8	9	10	11	12	13	14
CONTINUITY (max 15p)														
Education	1	1	2	3	2	1	2	2	1	2	3	2	1	2
Supervision	2	2	3	3	2	2	3	2	2	2	3	3	1	3
Progr.skatt	2	2	3	3	3	1	3	3	2	3	3	2	1	2
Reflection	3	3	3	3	3	2	3	2	2	3	3	1	1	2
Technical support	3	3	3	3	3	3	3	3	3	3	3	3	2	2
Part Sum	11	11	14	15	13	9	14	12	10	13	15	11	6	11
Target Group	1	1	3	1	2	1	3	2	1	1	2	1	2	1

Site	1	2	3	4	5	6	7	8	9	10	11	12	13	14
ORGANISATION														
Part Sum	20	18	36	33	31	16	30	24	14	18	28	16	19	25
PERFORMANCE														
Part Sum	17	16	21	20	20	13	20	17	12	19	19	15	13	13
CONTINUITY														
Part Sum	11	11	14	15	13	9	14	12	10	13	15	11	6	11
Target Group	1	1	3	1	2	1	3	2	1	1	2	1	2	1
SUM (max 75p)	49	46	74	69	66	39	66	55	37	51	64	43	40	50
Fidelity 1	92	83	97	86	102	80	101	88	77	81	93	82	-	89
Fidelity 2	100	80	104	92	108		110	96	-	67	100	89	-	-
ESTABLISHED	Partly	Partly	YES	YES	YES	NO	YES	YES	NO	NO	YES	Partly	NO	NO

Degree of implementation (analysis model) was related to fidelity and vocational outcomes

Non-vocational outcomes: SE was related to QoL, engagement and community integration and increase of social roles, despite gaining employment or not

It all connects

*Take home message

- It varies to what group and what context SE is delivered
- SE can be recommended for people on long term unemployment but should be introduced in an earlier phase in people´s life to hinder marginalization
- SE supports recovery

Thank you!

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Center for Evidence-based Psychosocial Interventions

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