

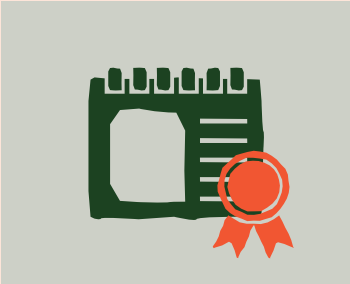
# INDIVIDUAL PLACEMENT AND SUPPORT (IPS) WORKFORCE DEVELOPMENT FRAMEWORK FOR HEADSPACE



## FRAMEWORK SUMMARY

The IPS Workforce Development Framework seeks to improve IPS workforce availability, capacity, and capability to deliver the IPS program in headspace.

The framework is focused on four key areas:



### 1. TRAINING AND CREDENTIALING

Training is a core activity of the IPS Workforce Development Framework for headspace and provides opportunities for IPS vocational specialists to improve their competencies, as well as the quality and consistency of their work.

Micro-credentials are skill-specific certifications that blend online education with real-world exercises and activities to test skills and reflect on how those skills could contribute to practice.

#### Micro-credentials

- IPS micro-credential course outline and structure developed.
- Develop competency-based micro-credentials mapped to the IPS supported employment fidelity scale.
- Open micro-credential learning to IPS vocational specialists.
- Award micro-credentials to IPS vocational specialists who successfully complete learning.



### 2. PEER-TO-PEER LEARNING

Peer-to-peer learning provides opportunities for IPS vocational specialists to learn from one another, becoming “experts by doing.”

#### IPS vocational specialist professional support program

- Develop IPS professional support guidelines.
- Recruit IPS vocational specialists for pilot of IPS professional support program.
- Pilot IPS professional support program.

#### IPS vocational specialist mentoring program

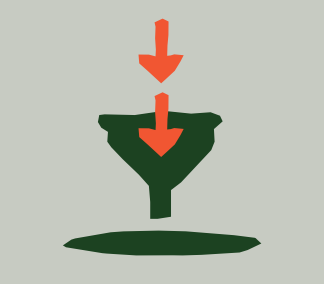
- Develop tools and resources to support an IPS vocational specialist mentoring program in consultation with headspace and lead agencies.

#### IPS Communities of Practice

- Incorporate structured workforce-development content into existing hN IPS Communities of Practice meetings.

#### IPS conference and awards

- IPS program to feature at headspace conferences with opportunities to share workforce training and career opportunities.
- Develop an IPS award program that rewards excellence in IPS.



### 3. STRENGTHENING RECRUITMENT PROCESSES AND PATHWAYS

Strengthening recruitment pathways, resources and support for hiring managers, and implementing recruitment campaigns that promote IPS roles within headspace would help establish a more consistent approach to IPS recruitment and support centres to find strong candidates.

#### Promote IPS roles to potential candidates

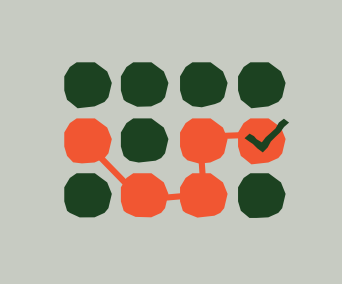
- Promote content providing an overview of the IPS role.
- Promote IPS job opportunities through standard communication channels.

#### IPS recruitment materials developed

- Develop standardised position descriptions and recruitment material.
- Develop an indicative pay and benefits scale.

#### IPS hiring manager recruitment support

- Develop recruitment support resources.



### 4. CAREER PATHWAYS

There are opportunities for IPS vocational specialists to grow in their role, developing skills and expertise to keep their role diverse, skilled and interesting.

#### Advanced IPS competencies

- Develop a range of advanced micro-credentials.
- Develop pathway to obtaining advanced micro-credentials.

## OUR VISION

IPS vocational specialists have the competencies, motivation, and opportunity to deliver a high quality IPS service, enabling young people with mental ill-health to be active and ongoing participants in education or employment.

SCAN TO FIND  
OUT MORE

