

2024 International IPS Learning Community Annual Meeting

Breakout Group: How IPS Can Support Workplaces

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How an IPS Involvement will support the workplace

- Encourage an open conversation on mental health in the workplace
- Strong relationship with the employee will reduce stigma and support the client as well.
- How can we support IPS practitioners to ensure this favorable outcome?

The discussions started on the topic of the Nebraska finding on mental health, see on the web side <https://www.ada.gov/> . It is important to be aware of this act and report if one thing that people with disabilities are being discriminated.

At the workplace, lack of leadership training and including information about mental health and disabilities for HR managers is an issue that we would like to address and provide curriculum for.

We (in Iceland) have talked to the university, the HR program, and asked them about this. Their responses were positive, hopefully they are thinking about ways to improve their program and add this to the program.

There is now a program in Iceland that goes into the companies to educate staff/HR. This helps with the conversation and can reduce turnover.

How do we approach the workplace/the person in charge of hiring concerning this?

Be open, educate on a need to know basis.. We must think of this as a long term goal. We deepen our relationship with each employer over time but we can be mindful of this goal and include points about it in our talk with the employer.

It makes a lot of sense to use reducing turnover as a strong point to highlight the importance of open conversation on mental health. Also enhancing a more including culture. IPS can be advocates for inclusion and disability and equity, so we can use the language the companies are used to and understand. Free disability, equity and inclusion advice should be valuable for the workplace.

The IPS worker should be mindful of following the IPS guidelines regarding disclosure.

Enhance the organic change within the workplace? We need to look for this change in our talk with employers and enhance it, help them connect the dots and see the change.

How do we engage the workforce in IPS? Lot of employers are worried about how this works. We could point out that the risk of hiring is always there but with the IPS we can actually reduce that risk. Training HR managers can also help with this stigma. There is also opportunity to educate IPS practitioners on talking about mental health, include that in the training for example.

Monthly work well meeting to talk about what we are doing, help the employment specialists to problem solve and develop good relationships with employers and the persons we are helping.

Discussion about disclosure is very important in this sense, relationship building with employers is also important. We can normalize a lot of the things we work with and encourage the companies to take the chance on giving our client a chance.

Employers often ask, what in it for me? Tax reduction, etc.. But also, we can mention that we have done a job match and we will provide continuous support.