

From fjords to fidelity – IPS in Norway



2025 International IPS Learning
Community Annual Meeting,
Nashville

Kine Nan Lium

The Norwegian Labour and Welfare Administration

Photography: Christer Bukten Ravnaa and me

FACTS ABOUT NORWAY

- Norway has more than 400,000 moose – nearly one per 12 people!
- **Slow TV Phenomenon:** Norway is famous for its "slow TV" trend. This includes broadcasts of long, unedited events, like a seven-hour train journey or 18 hours of salmon fishing. It's surprisingly popular!





WHR 2025



Strong welfare state with universal access to health, education and work-related services.

Norway is often ranked among the world's happiest populations.

<https://worldhappiness.report/>

High proportion of people receiving health-related benefits

- Mental disorders as a major contributing factor
- Young people who are outside of work, education, and training and receive health-related benefits are three times higher than the average in OECD countries

(Riksrevisjonen, 2023 – 2024), (OECD Economic Surveys: Norway 2024)



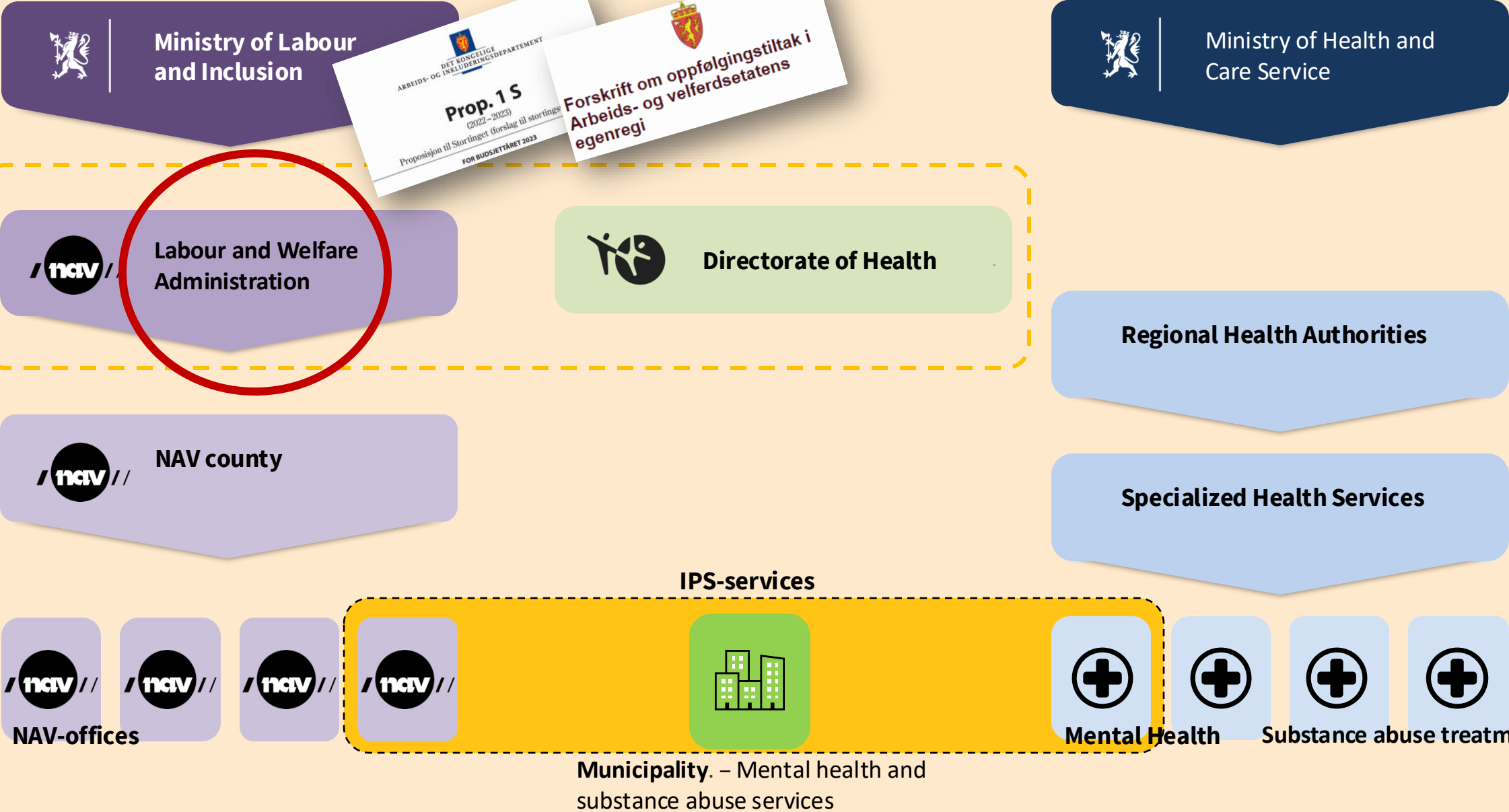
Nav – a public agency

Merged system combining employment,
insurance, and social services

The Labour and Welfare administration

- Provide support and control with all **12 county administrations** who runs **387 Nav offices** located in all municipalities.

Organization of IPS in Norway





HOW IPS IS FUNDED

- Started in the **directorate of health** as a **temporary grant program**.
- Employment specialists were **hired both in Nav and Health** service.
- Nav started to fund **permanent positions** in 2017.
- Employment specialists are now mostly hired by Nav.

IPS in Norway

4.6 billion years BC → 2011



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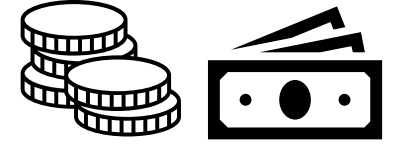
IPS in Norway

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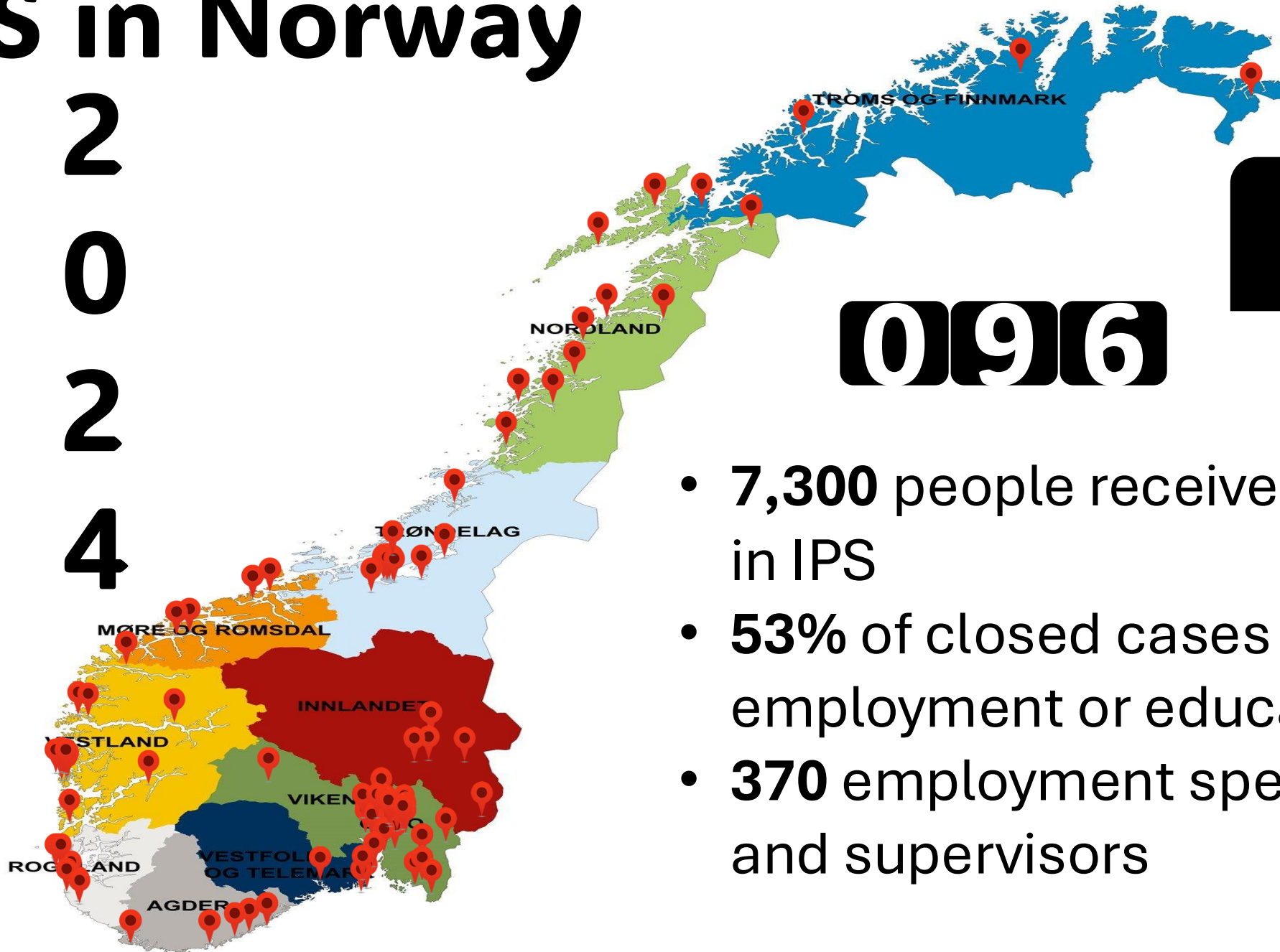
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27,354,000 \$

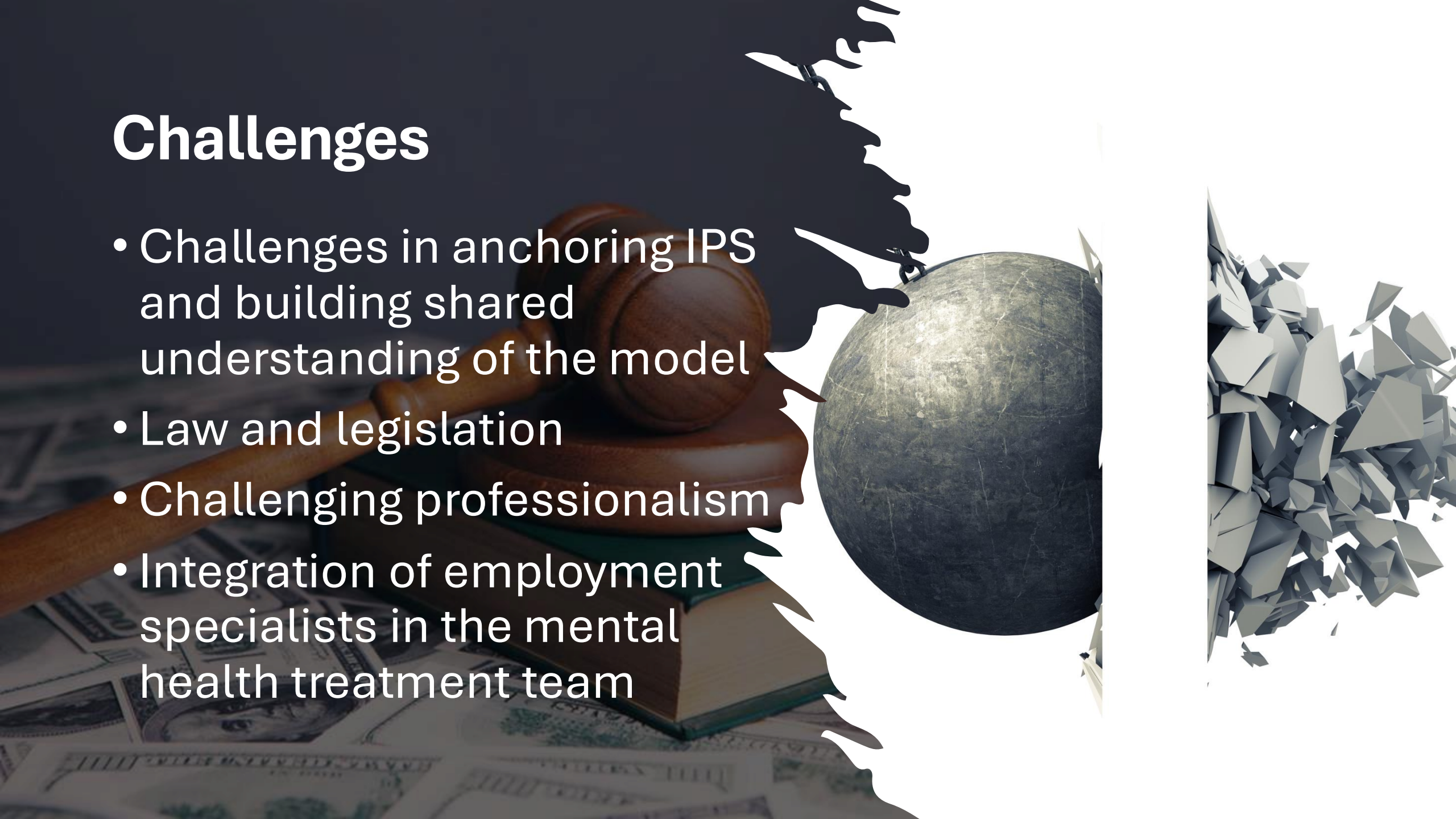
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- **7,300** people received follow-up in IPS
- **53%** of closed cases ended with employment or education
- **370** employment specialists and supervisors

Challenges

- Challenges in anchoring IPS and building shared understanding of the model
- Law and legislation
- Challenging professionalism
- Integration of employment specialists in the mental health treatment team



Health and welfare: *Two systems – one shared mission?*

- Two sectors with **different goals, languages, cultures**
- Responsibility areas that overlap
- Divided leadership and line of management in NAV and health
- Lack of collaborative structures



Our «specialities»

- Selfassessment in fidelity reviews
- Developement and leadership program for supervisors
- Leadership anchoring
- Low-threshold services – inspired by Headspace
- IPS for pain and autism

IPS for young adults - project

- Age group 16 – 30
- 1 320 participants at all time
- Using the IPS-Y fidelityscale
- 30 % have the main goal of starting or completing **education** or training

Findings

- Majority of participants **satisfied** with the program (82%)
- **28% in education, 21% in employment**
- Most services have a satisfactory or **good fidelity**
- Some participants **call for better collaboration** with the health service
- **Time-consuming** to support young adults; build relationships and collaborate with other professions involved





Quotes

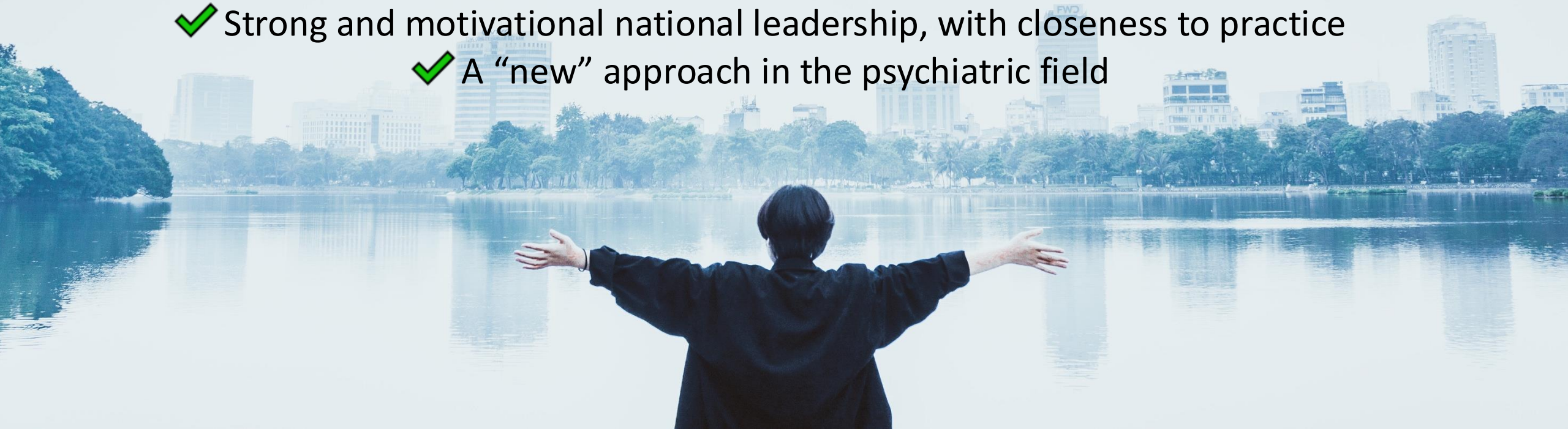
And the job specialist does quite a lot more than just help me get a job. [...] Facilitating, talking to my boss, doing so much that I feel safe when it comes to my work situation. If I'm in a bad period, I just contact the job specialist, and I'll get help to go on.

My quality of life has increased quite a bit, and I'm doing extremely well in life in general, now. And that's a lot thanks to her

She took my needs into account while encouraging me to take a few steps further, but always within reasonable limits.

WHAT MADE IT ALL POSSIBLE?

- ✓ Motivated leaders, willing to try out new, (evidence based) practice
 - ✓ Political will, across parties
- ✓ Funding over time, cooperating between ministries, labour + health
 - ✓ Motivated IPS workers nationally and locally
 - ✓ Faithfulness to fidelity
 - ✓ Anchoring in management
- ✓ Strong and motivational national leadership, with closeness to practice
 - ✓ A “new” approach in the psychiatric field



Tools for implementing

- Centre of excellence – resource centres
- Transition from national to regional support structures
- Support from and collaboration with other countries
- IPS education for all professionals involved, organized nationally, training fidelity reviewers
- The importance of training for supervisors
- Creating a feeling of being a part of something bigger
- Implementing the trainer role
- Developing digital courses
- Recruitment – the right people
- Just do it!

