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**Center for Work and Coping Trøndelag  
(Senter for jobbmestring)  
Implementation of Evidence Based Practice**

# The team – 2010-13 (During the RCT study)

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- **3 therapists**
- **1 job specialist**
- **Target group**
  - People on sick leave, short and long term
  - In danger of sick leave
  - Unemployed

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## The Team - 2018

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- 3 therapists
- 3 jobs specialists
- 1 IPS supervisor
- Organized after the IPS model
- Target groups:
  - People on long term sick leave (on other benefits than sick leave pension)
  - Unemployed

People in danger of sick leave or on short term (under 1 year) sick leave were no longer prioritized.

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## Three major findings from the RCT study

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- IPS proved to be an effective approach also when it comes to people with common mental health problems.
- The RCT study showed that the results were significant only for the subgroup that was unemployed, or had been out of work for a long time.
- Return to Work Expectancy is a better predictor on RTW than diagnosis and severity of symptoms.

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## Changes – target group

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- **From participants at sick leave and at risk of sick leave to participants out of work**
  - On long term sick leave
  - Unemployed
  - Job change
  
- **Consequences - organization**
  - **The participants have more need of follow-up**
    - Job search
    - Career guidance
    - At work guidance
  
  - **More resources – job specialists**

# Changes IPS

- From «IPS-inspired» to full implementation
  - IPS Fidelity Evaluations yearly since 2013
  - Continuous process on implementing IPS
  - Action plans
  - IPS Supervisor – follow up job specialists on IPS method and results.

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# Changes – RTW Expectancy

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- **Before the RCT study:**
  - Focus on severity of symptoms – who is «fit» to make use of the service, and who is «too sick»?
  
- **After the RCT Study:**
  - Focus more on RTW Expectancy than diagnosis.
    - RTW Expectancy is screened
    - When low RTW Expectancy – dealing with the issue in order to help raise RTW Expectancy

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# Important to succeed with implementation

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- **The project MUST be anchored at leader level!**