

**Practitioner's stance, values and style of interaction in IPS**

**Ability to work across systems**

Knowledge	Professional competences for individuals	Communication skills	Engagement and initial steps	Working with employers	Gaining, supporting and maintaining employment	Skills for employment team leaders	Meta-competences
Knowledge of the recovery model	Knowledge of, and ability to operate within, professional and ethical guidelines	Communication skills with clients and their families/carers	Ability to engage the client in the IPS process	Ability to gain knowledge of local employment opportunities	Ability to conduct a job search	Supervision of employment specialists by team leaders	Meta-competences
Knowledge of the rationale for IPS	Knowledge of, and ability to work with, issues of confidentiality and consent	Ability to foster and maintain a good working alliance, and to grasp the client's perspective	Ability to provide information on the benefits system and its implications for employment	Employer engagement	Providing individualised job support		
Knowledge of IPS principles and their implementation in practice	Ability to assess capacity	Communication skills with the mental health team	Ability to discuss disclosure of a disability and other personal information with the client and with employers	Ability to profile the job setting	Supported education		
Knowledge of mental health presentations and their impact on functioning and on physical health	Ability to share information to maintain safety	Ability to complete a concurrent record of progress	Ability to construct a vocational profile				
Knowledge of legislation relevant to employment	Ability to work with difference	Ability to use psychological strategies to support IPS	Ability to construct an individualised employment plan				
	Ability to make use of supervision and support		Ability to provide support for job applications				
	<b>Professional competences for services</b>						
	Implementing IPS in line with its principles and supporting the work of staff						