Liverpool John Moores University

Improving Access to Psychological Therapies: Employment Advisor Training

Module Information

2022.01, Approved

Summary Information

Module Code	4000IAPT
Formal Module Title	Improving Access to Psychological Therapies: Employment Advisor Training
Owning School	Psychology
Career	Undergraduate
Credits	0
Academic level	FHEQ Level 4
Grading Schema	Pass/Not Pass

Teaching Responsibility

LJMU Schools involved in Delivery
Psychology

Learning Methods

Learning Method Type	Hours
Online	90
Tutorial	180

Module Offering(s)

Display Name	Location	Start Month	Duration Number Duration Unit
SEP-CTY	CTY	September	12 Weeks

Aims and Outcomes

Aims	The EA is responsible for co-ordinating the package of care to ensure that therapy and employment advice are provided to support the individual to improve their mental health and improve their employment situation. The EA will work closely with the PWP or HIT treating a client and will agree goals and action plans with both the client and his/her clinician. The EA will then work directly with Jobcentre Plus, employers, trade unions and employment agencies to keep people in employment or to secure employment opportunities. The EA will provide clients with advice about the reasonable adjustment, graduated return to work, access to work and other mechanisms to support individuals and employers to support people in work

After completing the module the student should be able to:

Learning Outcomes

Code	Number	Description
MLO1	1	Describe mental health conditions in the context of Primary and Secondary NHS IAPT services and the impact of these on individual day to day functioning and motivation in relation to employment.
MLO2	2	Identify external organisations that can provide support, advice and guidance to clients and utilise these organisations when appropriate for clients.
MLO3	3	Describe your Local Labour Market with reference to how it functions, the factors that influence it, where there is growth and demand so that appropriate advice can be given to clients about seeking work, rates of pay, types of work etc.
MLO4	4	Describe and utilise appropriate communication skills to present information to a variety of audiences about IAPT services.
MLO5	5	Differentiate between 'good' and 'bad' work and explain the impact of 'good and 'bad' work on individual mental health and wellbeing
MLO6	6	Clarify the relevance and application of Employment Legislation, Disability Legislation and the General Data Protection Regulation (2018) to role of External Advisor in IAPT services.
MLO7	7	Show awareness of the conditions required for entitlement to common state benefits, relevant sources of advice on benefits and knowledge of appeals processes that will assist clients engaged with Employment Advisors.
MLO8	8	Apply relevant safeguarding, risk management and de-escalation policies, procedures and techniques to ensure the safety of practitioners and clients in IAPT Employment Advisor practice.
MLO9	9	Clarify the roles of therapists in integrated IAPT services (e.g. PWP and HIT) to ensure that Employment Advisors participate effectively in collaborative working, care planning, conferencing, and escalation processes.
MLO10	10	Describe how to work effectively and in line with NHS confidentiality and consent guidance with clients using basic and advanced IAG interviewing techniques, engagement techniques, communication skills and action planning skills
MLO11	11	Work effectively with the relevant client groups in the role of Employment Advisor in IAPT services.
MLO12	12	Work with relevant professionals and departments within employing agencies on behalf of clients clarifying and escalating breaches of Employment or Disability Rights legislation.

Module Content

Outline Syllabus	• Explain why it is important that a collaborative approach should be taken between the adviser, therapist and clientThrough (potentially role play) demonstrate and ability to:• Employ techniques to develop a good working relationship (warmth, trust and rapport) with the client• Structure the conversation at a pace suitable for the client• Empathise with and listen to the client in a non-judgemental and supportive manner• Effectively question the client to establish their aspirations and needs• Empower the client to take responsibility for and agree decisions and subsequent actions identified during the intervention• Identify and address any concerns or scepticism, in a non-defensive manner that the client may have about the interventiontools required to establish a client's employment needs in IAPT and associated services• Explain how mental health assessment methods are utilised in the workplace and employment services Explain how appropriate cases are identified in the workplace and employment services In the context of a mental health service demonstrate or describe the ability (possibly through role play) to:• Undertake an assessment of individual employment needs• Determine employment support needs (in the context of a metal health problem) • Explain why it is important to work collaboratively with therapists to identify and articulate a client's barriers to work. • Illustrate how you would develop an employment intervention in collaboration with IAPT therapists, the client, the employer and other support organisations to address the client's employment needs• Test, interpret and review a care plan with IAPT therapists, the client, the employer and other support organisations and make/suggest adjustments if required• Name the legislation relevant to disability, the workplace and disclosure of information• Identify the legal and moral responsibilities associated with the legislation relevant to disability, the workplace and disclosure of information• List the penalties for non-compliance with the legislation relevant to disability, the workplace and disclosure of information• Explain what is meant by informed choice and how a client would be supported in deciding what information and how much is disclosed to a third party i.e. in disclosing a mental health condition to a potential employer on a job application• Explain what to look for in the identification of a client's risk to themselves or others• Describe the process to follow should you be concerned that a client is at risk of suicide or self-harm• Describe the process to follow should you identify that a client poses a risk to others, including yourself and colleagues• Describe the different conversations that you would have with a client where they or you a have identified a risk of suicide or self-harm based on the current mind set of the clientList a range of employment interventions relevant to clients with mental health needs including:• Support services• Interventions to support job-seeking• Work place based interventions that help the client to return to work, remain in work or pursue alternative employment• Support, advice and training for employers• Support, advice and training for IAPT staff• Other factors that impact on ability to work: housing, debt, relationships etc.(Through role play) illustrate ability to:• Explain your role to the client• Help the client understand the focus of the intervention is the development of their employment related skills and knowledge in relation to any mental health problems they may have• Provide a rationale for an employment intervention to the client in an encouraging and realistic manner• Ensure that the client understands the nature of the intervention and steps going forward i.e. frequency of meetings or what they need to do• Demonstrate your awareness of the importance of the client putting what has been learnt/agreed into practice between meetings and convey this to the client•
Module Overview	
Additional Information	The student will be required to achieve a pass mark for both the reflective essay and the portfolio (including WAD and skills assessment)The skills assessment will comprise the submission of a summatively assessed scenario based role play.1. This is a professional course where the learning outcomes are mapped to agreed professional standards. Although the programme has nominally been assigned as level 4, this is for recording purposes only. The course is non-credit bearing and so does not take account of national qualification frameworks and benchmarks.2. It will be delivered part time via distance learning.3. The University has been commissioned to deliver the course on a closed-client basis. There are no other admissions criteria.4. There is no formal award from the University.5. The students will have access to a VLE site and the University's other range of electronic support such as access to the electronic library facilities. The module VLE site reflects contemporary reading lists and links to journal articles. The module VLE site also includes a number of presentations for students to access on areas such as critical writing and library support. The students also have access to the module leader through phone contact, emails and face to face meetings. A module guide is also provided, which guides students to the wider range of support available.6. Participant engagement is required throughout the module.7. As a non-credit bearing course, it is not subject to University validation processes.8. The methods for improving the quality and standards of learning are as follows:• Continuous Monitoring and Enhancements (CME)• Liaison and feedback from the students• Reports from the External Examiner• Programme team ensuring the module reflects the values of the current teaching and learning strategy• Module leader updating knowledge and skills to ensure these remain current and relevant.9. External Quality Assurance of this programme is carried out by Skills for Justice (SFJ). Liverpool John Moores University is an SFJ Approved Awards Centre (Centre Number 301). 10. The approved intake dates are flexible.11. The programme code is 36195.

Assessments

Assignment Category	Assessment Name	Weight	Exam/Test Length (hours)	Module Learning Outcome Mapping
Reflection	practice assessment	50	0	MLO1, MLO2, MLO4, MLO5, MLO6, MLO7, MLO8, MLO9, MLO10, MLO11, MLO12
Portfolio	portfolio	50	0	MLO1, MLO2, MLO3, MLO4, MLO5, MLO6, MLO7, MLO8, MLO9, MLO10, MLO12
Competency	Health Practice			MLO1, MLO2, MLO3, MLO4, MLO5, MLO6, MLO7, MLO8, MLO9, MLO10, MLO11, MLO12

Module Contacts

Module Leader

Contact Name	Applies to all offerings	Offerings
Karen Rea	Yes	N/A

Partner Module Team

Contact Name	Applies to all offerings	Offerings