

# **Hope – Recovery – Future - using the Individual Support Program to gain Competitive Employment**

**Rosemary Boote<sup>1</sup>, Dr Rose Martin<sup>2</sup>, Ian Munday<sup>3</sup>**

1 Department of Health and Human Services, GPO Box 125, HOBART 7001

2 CRS Australia, 48 Cambridge Road, BELLERIVE 7018

3 Department of Health and Human Services, GPO Box 125, HOBART 7001

Australia's Fourth National Mental Health Plan is an agenda for collaborative government action in Mental Health 2009-2014 including priority areas of social inclusion and recovery, prevention and early intervention, services access, coordination and continuity of care within a partnership approach. This paper will demonstrate how a recovery and social inclusion approach to employment can bring hope into the lives of people with a diagnosed psychotic disorder as the primary diagnosis or disability.

Policy decisions are guides to change and suggestions to moving to a better place for people. Policy papers advocating social inclusion, right to citizenship, right to employment, promotion, prevention and early intervention can come to life in the community. By working together, community can make the difference in one person's life escalating a ripple effect across family, friends, carers and their local community. One such building block is the evidenced based integrated employment model which involves community partners; consumers, employers, mental health services and employment specialists. The model is voluntary. A specialist employment consultant is placed into a mental health service receiving referrals from the clinicians where consumer, clinician, employment consultant work together to achieve the consumer's employment goal. Statistics show the continually growing evidence base of the Individual Support Program where the goal is competitive employment in the open market place and consumer choice is the only entry criteria.

The change is attitudinal, the result is a future. This paper will leave the audience with hope for themselves or those they care about and /or ideas to implement a competitive employment program in their country, their state or their organisation.

## **Key Words**

Hope, recovery, employment, future