

Youth BEAT: Supporting Youth with Mental Illness to Breakthrough to Employment & Education



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Agenda

- Youth Landscape
- Youth BEAT Employment Program
- Participant Testimonial
- Program Evaluation Strategy & Presentation of Preliminary Data
- Lessons Learned & Program Adaptations
- Facilitators & Barriers to Employment & Education
- Questions



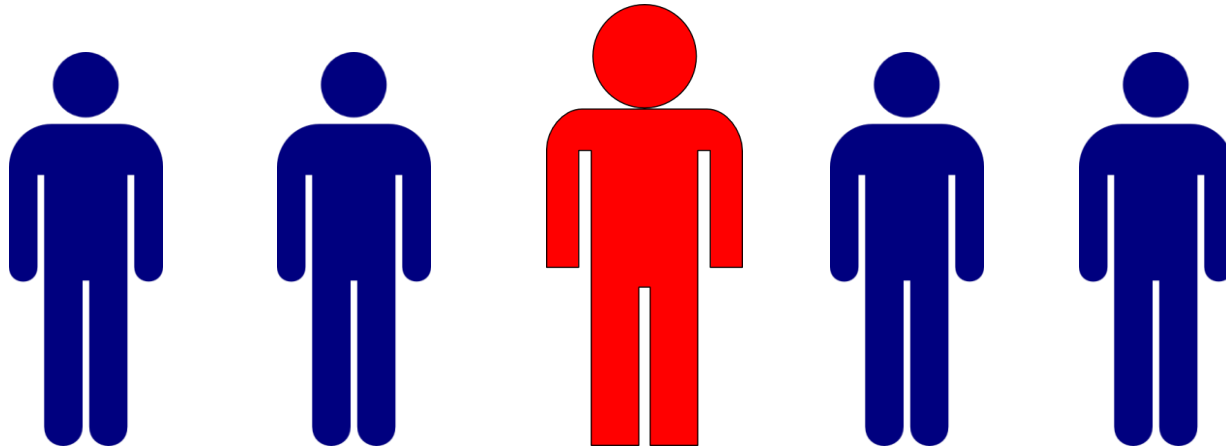
Learning Goals

1. Describe an integrated supported employment program for youth and young adults with mental illness
2. Differentiate between the YMCA Youth BEAT employment program and other youth employment programs
3. Understand how participant feedback has been used to develop and refine the Youth BEAT supported youth employment program
4. Describe the barriers and facilitators to gaining and maintaining employment for youth with mental illness



Youth Landscape

In BC, 1 in 5 youth experience a mental health problem or illness.

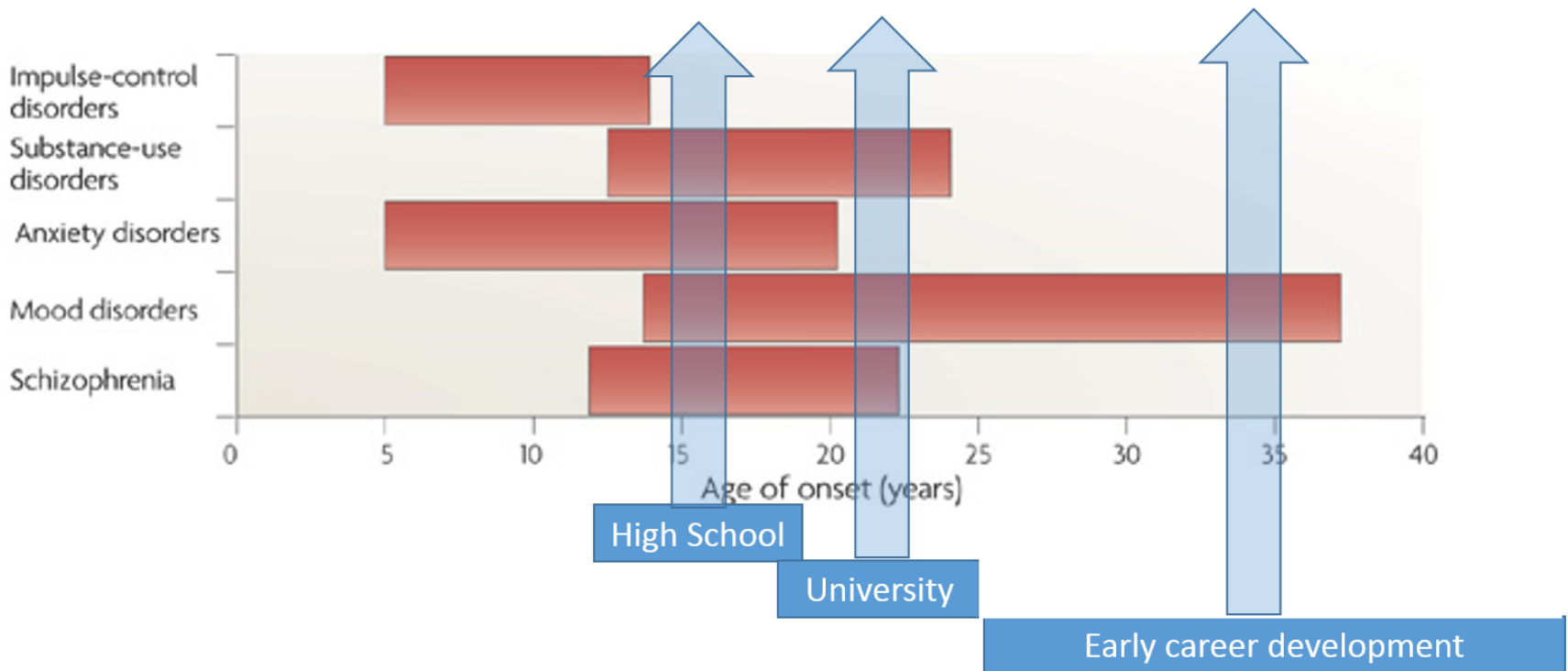


Source: Kirby, M. & Keon, W. (2004). Report 1, Mental Health, Mental Illness and Addiction: Overview Of Policies and Programs in Canada. Interim Report of the Standing Senate Committee on Social Affairs, Science And Technology.



Youth Landscape

Age of onset of mental disorders



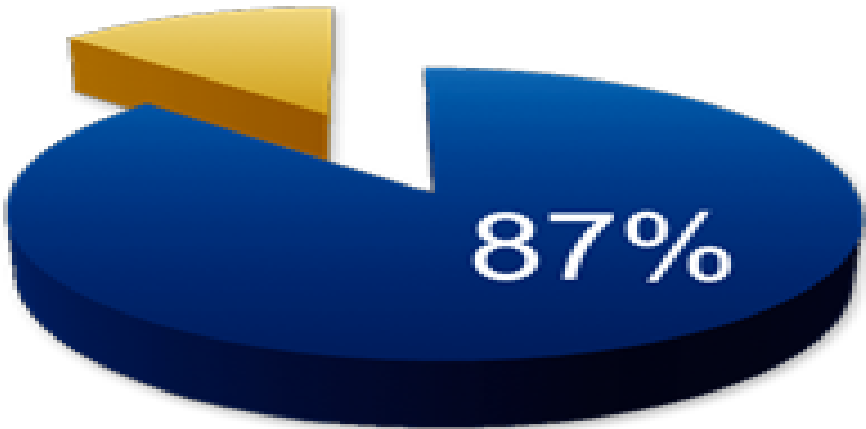
Recovery

One of the best indicators of recovery is a person's ability to obtain and maintain meaningful employment and participate in higher education.

In a recent national survey of the recovery needs of Canadians with mental illness, **87%** of young adults under the age of 30 identified that “work was important to them”

In the same study....only **9%** indicated that they were working in any capacity (marginally, part-time, full time).





Solution: Youth BEAT

Youth BEAT was designed as a community intervention to address this gap!

YMCA partnered with the **Inner City Youth Program** from Providence Health to develop an integrated coordinated program that could help young adults achieve:

- Employment/training goals
- Self-Management
- Opportunities for Career Exploration
- Health



Youth BEAT Program Overview

Funding

- Ministry of Jobs, Tourism and Skills Training & The Canada-BC Jobs Fund

Eligibility Criteria

- Between 15 – 29
- Eligible to work in BC
- Not currently in school
- Not receiving EI
- Experiencing a mental health or other barrier

Partnership

- YMCA of Greater Vancouver & Inner City Youth Clinic (ICY)

Youth BEAT Team

- 2 YMCA Program Facilitators
- YMCA Job Developer
- YMCA Youth Employment Programs Manager
- YMCA Administrative Support
- ICY Occupational Therapist
- ICY Peer Support Worker



Youth BEAT Program Overview

Three Phases

I. Phase 1 - Workshops (5 weeks)

- Pre-employment & job-readiness skills
- Short-term training & certification
- Mental wellness & physical activity

II. Phase 2 – Job Development (12 weeks)

- Employment & training/education
- Group & individual job development sessions
- Job maintenance support

III. Phase 3 – Follow Up Support (on-going)

- Employment
- Individualized job development support
- Job maintenance support



Youth BEAT Outcomes

Number of Youth Served to Date

- Year 1 (4 Intakes) – 47 participants
- Year 2 (1 Intake) – 14 participants

Employed

- Year 1 – 37 participants
- Year 2 – 6 participants

Further Education or Training

- Year 1 – 4 participants
- Year 2 – 2 participants



Testimonial

Leo – Intake 5 (completed Phase 1 December 9, 2016)

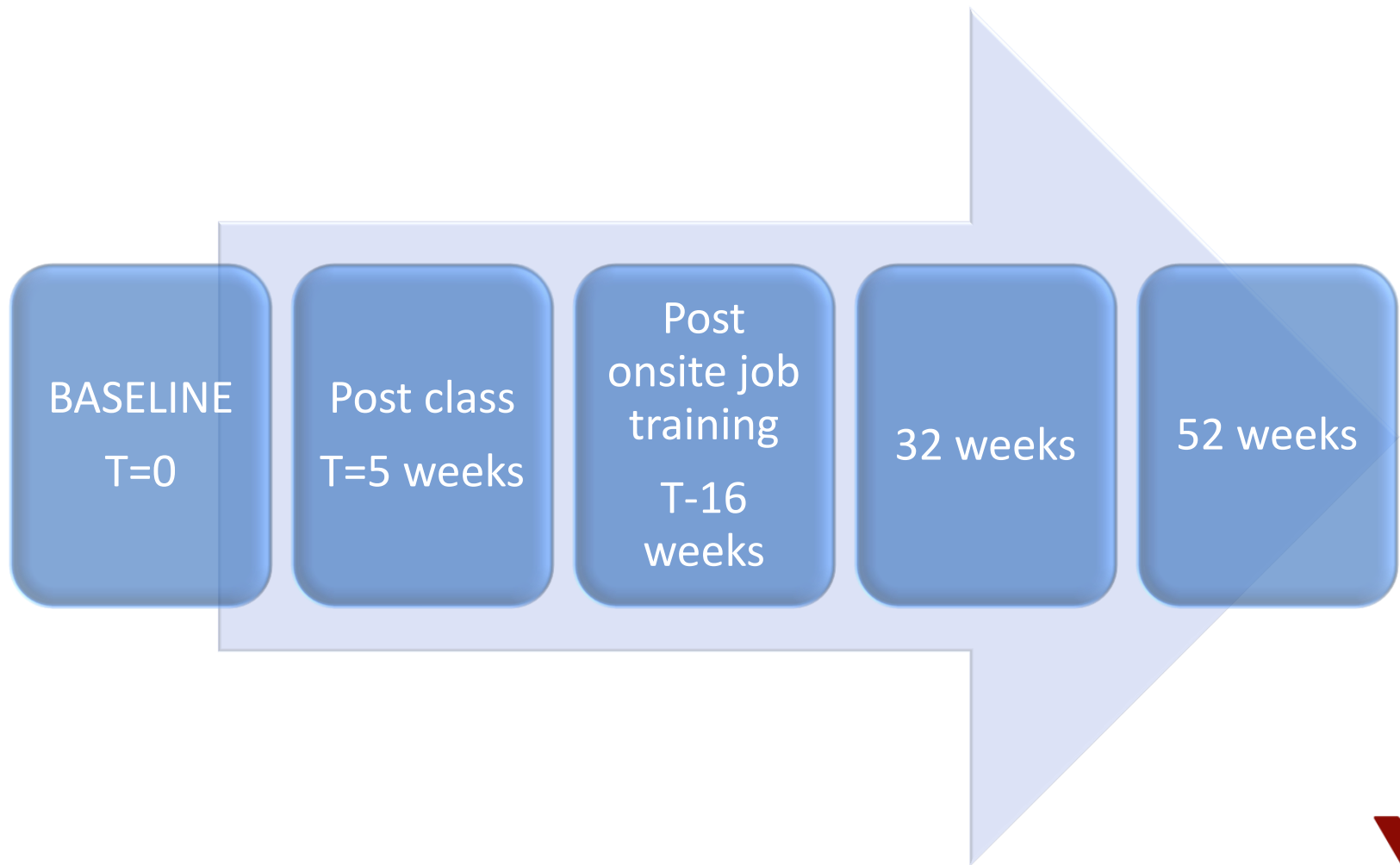


Research/Outcomes

We have partnered with the University of British Columbia to measure the feasibility and preliminary effectiveness of the intervention:



Assessment Plan



What are We Measuring?

- Self-esteem (Rosenberg)
- Personal recovery (PROM)
- Quality of Life (ReQOL, EQ-5D)
- Time use (IMR)
- Mental Health (PHQ-9)
- Goal Attainment (Goal attainment scale)



Results: Feasibility

In first 5 cohorts:

- 59/60 youth who started the program completed the program.



Outcomes: Change in Health?



Outcome	Baseline	5 weeks (phase 1)	17 weeks (phase 2)	32 weeks (6 mo. f/up)	52 weeks (12 mo. f/up)
Employment (Y/N)				TBD	TBD
Employment Quality				TBD	TBD
Recovery				TBD	TBD
Self-esteem				TBD	TBD
Quality of Life				TBD	TBD
Time Use				TBD	TBD
Mental health				TBD	TBD



Research/Outcomes

Highlights include:

Changes in time use:

- Baseline mean: 3.5 hours
- T1 mean: 21 hours
- T3 mean: 23 hours

Changes in mental health and recovery



Personal Recovery Outcome

Please take the time to fill in the following **questionnaire**.

There are 30 questions. The score for each question is as follows:

Based on your experiences in the **last week**, please indicate how often you have felt this way by selecting the option you most agree with.

0	1	2
None of the Time	25% of the time	50% of the time

0	1	2	3	4
None of the Time	25% of the time	50% of the time	75% of the time	All of the time

QUESTIONS
1. I am motivated to keep myself well
2. I can access the health and social services that I need
3. I am hopeful about my future
4. I feel safe
5. I sleep well
6. I like myself
7. I have enough money to meet my basic needs
8. I am happy
9. I am driven by meaningful goals
10. I can identify the early warning signs of becoming unwell
11. I am confident
12. I know what helps me stay well
13. I have energy
14. I have a purpose in life
15. I accomplish the goals I set out for myself


BL

T2

T1

QUESTIONS	RESPONSE				
	0	1	2	3	4
16. I have new interests	0	1	2	3	4
17. I have fun	0	1	2	3	4
18. I have an idea of who I want to become	0	1	2	3	4
19. I have good self-esteem	0	1	2	3	4
20. I am supported by my friends and family	0	1	2	3	4
21. I can manage stress	0	1	2	3	4
22. I can be an advocate for myself	0	1	2	3	4
23. I feel a part of my community	0	1	2	3	4
24. I like the place that I live in (house, apartment, etc...)	0	1	2	3	4
25. I am respected by others	0	1	2	3	4
26. I contribute to my community	0	1	2	3	4
27. I spend my day doing the things that I enjoy	0	1	2	3	4
28. I have control over my life	0	1	2	3	4
29. I am satisfied with my intimate relationships	0	1	2	3	4
30. I have peace of mind	0	1	2	3	4
TOTAL SCORE ____ /120	ADJUSTED SCORE = TOTAL SCORE / 4				

Lessons Learned & Adaptations

- Inclusion of weekly evaluation forms
- Modified short-term training & changed to earlier in Phase 1
- Catering budget 
- Financial assistance for professional wear & physical activity attire
- Adapted mental wellness workshops (general topics + CBT)
- Reduced & condensed workshop time
- Modified transition between Phase 1 & 2
- Increased team support
- Opportunities to connect with other youth programming
- Tailored workshops (disclosure and Supports & Accommodations)
- Individualized job development
- Strengthening of community partnerships with employers



Employment & Education Outcomes

Outcome Facilitators

- Meet basic needs
- Safe and non-judgmental space & attitude
- Structure and consistency of Phase 1
- YMCA fitness membership
- Interpersonal relationships with peers & program staff
- Individualized training & certification
- Professional relationships (mentors & references)
- Training and support in disclosure
- Normalizing career development process
- Identifying meaningful employment with supportive employers
- Community partnerships with supported employment organizations
- Continued follow up support



Employment & Education Outcomes

Outcome Barriers

- Homelessness or unstable/unsupported housing
- Ongoing substance use, relapse or early recovery
- Medication management and side effects
- Poor sleep hygiene
- Travel & accessibility
- Financial pressure
- Fear and/or perception of not being ready
- Lack of support
- Limited work experience and/or poor work performance
- Negative experiences at work (& limited knowledge of labour rights)
- Ineffective and/or lacking communication skills
- Low self-confidence
- Scheduled appointments with service providers limit availability
- Mental illness symptoms



How is this Different from IPS?

The program builds off the Individual Placement Support Model with the following modifications:

1. 5 week in class session to build relationships, confidence, and to strategize/coordinate plans of support from health and social services.
2. Time limited
3. Incorporation of employment specialists, health specialists, peer support worker, and ongoing evaluation team.



Looking Forward...

- Ongoing research and focus groups with youth
- Scalability of the program
- Manual
- Knowledge Sharing Plan
 - Canadian Association for Supported Employment
 - Canadian Association for Occupational Therapy Conference



Questions



THANK YOU



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