

TRANSITIONS RTC

THE LEARNING & WORKING
DURING THE TRANSITION TO ADULTHOOD
REHABILITATION RESEARCH & TRAINING CENTER



YOUNG ADULTS WITH MENTAL HEALTH CONDITIONS: BARRIERS TO AND FACILITATORS OF SUCCESSFUL EMPLOYMENT

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Workshop objectives

By the end of this workshop participants will be able to:

- Identify barriers to successful employment for young adults with mental health conditions
- Identify factors leading to successful employment
- Describe benefits of Transition Age Youth working in “peer” positions



“Transition Age Youth” (TAY)

- TAY: Ages 16-30 with serious mental health condition
- 6-12% of young adults (2.4 - 5 million individuals) are TAY
- Same hopes and dreams as other young adults
- Continuous process of rapid change



Developmental turbulence

- Emotional
- Housing
- Educational
- Family and relationship
- Financial
- Health/ Social Service
- Detainment



Importance of “work”

- A majority of TAY want to work
- But experience high rates of unemployment.
- Employment Positive effects
 - Self-esteem
 - Development of a valued societal identity
 - Increased social contacts
- Unemployment negative effects
 - Socioeconomic economic status
 - Less likely to receive social support
 - Stress



Barriers to Successful Employment

- Employment inexperience
- Underdeveloped social skills (eg, soft skills) and confidence
- Low expectations for working and self-sufficiency
- Workplaces that are unprepared to “hostile”
- Undesirable adult” focused vocational services
- SSI/SSDI disincentives
- Transportation



Insufficient vocational services

- Addressing job search anxiety
- Competitive work
- Not just finding, but holding the job
- Role of supported education
- No major model is truly career focused
 - Developing a “vocational identity”
- Good programs inaccessible to most



Job finding and maintenance facilitators

- *Working competitively prior to illness
- Developmentally appropriate vocational supports
 - Employment specialist expertise with TAY world
 - With other TAY
 - Supported education linkage
- Social skills training
- Care integration (eg., IPS)
- Job search anxiety- Cognitive Behavioral Therapy?
- Pre-job search period (resume, interview skills)
- Social Security guidance



Workplace facilitators

- Prepared employer
- Staff role identification (trial and error)
- Supervision- individualized
- Strengths-based
- Reasonable Accommodations
- Adult Mentoring



Benefits of TAY working in “peer” position

- Job set-aside
- Opportunity to give back
- Specialized training
- Sensitive employers
- Possible career ladder



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