



Frayme Knowledge Request

Requester Information (name, organization, contact information):

JD Pankratz
RaY Inc.
jdpankratz@rayinc.ca

Knowledge Need:

Evidence-informed tools to help youth explore their job/ future educational interests.

Parameters:

Particularly interested in tools tailored for at-risk or marginalized youth.

Date of Request:

Thursday June 7, 2018

Timeline:

No due date specified.

Findings:

Evidence-informed and evidence-based employment models for youth:

- Social Enterprises
 - Models seen particularly with vulnerable populations (Teasdale, 2010b, 2012; Warner and Mandiberg, 2006):
 - Work Integration Social Enterprises (WISEs)
 - Vocational Cooperatives
 - Affirmative Businesses or Social Firms
 - Community Businesses/ enterprises
 - Peer-lending Institutions
 - Have been implemented with various populations, including homeless adults, adults with severe mental illness, disadvantaged inner-city residents, gang-involved youth, homeless youth with mental illness
 - Studies suggest that social enterprises promote self-sufficiency through an income at the same time as giving participants the skills to obtain and keep a job, and seek educational or employment opportunities



- Used my many Integrated Youth Services, such as [Youth Opportunities Unlimited](#) (London, ON) and [Choices for Youth](#) (St. John's, NFL)
- [Report](#) by the Ontario Centre of Excellence for Child and Youth Mental Health on how to develop effective youth social entrepreneurship/youth livelihood development and youth mentorship programs
- **Individual Placement and Support (IPS)**
 - Offers individualized and long-term support through integrated vocational and clinical services, based on the following principles:
 - Zero exclusion – all clients who want to participate are eligible
 - Integration of vocational and mental health treatment services –vocational and mental health treatment staff are co-located and frequent communication between team members is essential
 - Competitive employment- clients are assisted in obtaining community-based jobs at competitive wages
 - Benefits counseling- people who receive benefits need personalized benefit planning when considering employment
 - Rapid job search- the job search process begins within one month of the client meeting with an employment specialist and beginning a vocational assessment
 - Follow-along supports- individualized assistance to working clients is available for as long as needed
 - Preferences- client preferences influence the type of job sought and the nature and type of support offered
 - Systematic job development- employment specialists build an employer network based on clients' interests, developing relationships with local employers by making systematic contacts
 - Has been implemented with various populations, including adults with severe mental illness, homeless adult veterans with psychiatric or addiction disorders, housed young adults with first-episode psychosis, with homeless young adults with mental illness
 - Studies suggest that IPS can lead to improvements in relationships, self-esteem, hope, life satisfaction, employability, workhours, and income
 - [Stella's Place](#) (Integrated youth service in Toronto) uses this model in their Back on Track Employment Program:
 - “Employment specialists will help you choose the right type of work and find an opportunity to use your skills and gain new ones. Peer supporters will help you figure out how to use your strengths, what is expected of you, the culture of your new workplace, and how to solve problems.”



Other Resources:

- Tools for exploring career pathways (suggested by Youth Opportunities Unlimited):
 - [Holland Code Assessment](#) – tool for exploring jobs
 - [My Next Move](#)- tool for exploring jobs
 - [Type Focus](#)- assess strengths and explore careers
 - [16 Personalities](#)- personality test
 - [Make a Career Path](#)
- Other tools:
 - [Career Cruising](#)
 - [Career Trek- Planning Resources for your Future \(Manitoba specific\)](#). This document has a variety of resources, including a list of tools and games to help choose a career path, educational resources, and financial planning resources
 - [Careeronestop](#)
- Manitoba Career Development
 - [Resources for youth](#)
 - [Resources for young adults](#)
- Government of Canada Youth and student employment
 - [Resources](#)
 - [Job postings](#)
- [Work BC Parents' Guide: a career development resources for parents to support youth](#)
- COPSsystem
 - Used by the Royal's Youth Psychiatry Program
 - Career-awareness program consisting of three measures: Interests (COPS), Abilities (CAPS), Work values (COPEs) and their accompanying interpretive materials
 - Interpretation of these measures is organized around an easy-to-use group of occupational clusters, which represent all possible jobs. This set of tools can be ordered from <https://www.edits.net/> (see attached for pricing). The results of this testing can be helpful for both work and school readiness (e.g., what types of courses to take in high school for specific careers, i.e., academic vs. applied).
- The Royal's Youth Psychiatry program
 - In addition to using the COPSsystem, the Occupation Therapist works with the youth to complete resume write ups and mock interviews to help prepare them for part time jobs and the demands of the work world (e.g., how to present oneself, what to say/ not to say in job interviews, what types of questions employers are likely to ask). She also gives them lists of youth employment agencies to contact for further skill development (e.g., job searching, job coaching) once they are discharged from the Royal.



Request completed: June 25, 2018

Assigned support: Kaylyn Dixon