

Career Services for MH Neets

Barriers to employment of MH NEETs

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NEETs

A

The multilevel financial crisis has led to an increase in young people who do not have a job and at the same time do not attend any education or training.

B

NEETs

Not in employment, Education or Training

C

The term was introduced in 1999 in a report by the United Kingdom Social Exclusion Unit

D

It is adopted by the EE, the ILO and other International and European Organizations

In most European Union countries, people between the ages of 15 and 24 are considered NEETs, although the age limits for being considered a NEET can vary from organization to organization and from country to country.

Mental Health NEETs

1

If NEETs ask for attention...

MH NEETs face a lot of extra challenges on their way to education and the labor market.

2

Mental Illness

is likely to be both a risk factor for becoming NEET as well as a consequence of NEET status.

3

Youth with prior mental illness

are likely to terminate school early.

4

Mental disorders

are likely to impede the transition into the labor force due to employment restrictions and stigma.

5

Social exclusion

The social exclusion that is associated with the NEET status combined with the social exclusion that is associated with the Mental Health Patient status could cause feelings of hopeless.

6

As a result....

Despite their desire to work, MH service users face many barriers that impede their work re-integration process.

3 main categories of barriers that MH NEETs face

- **Internal barriers and lack of skills**
- **Stigma-related barriers**
(will be discussed exclusively in Unit 3)
- **Benefits-related barriers**

Internal Barriers & Lack of Skills

Common characteristics in the case of people with MH problems:

- **When the illness becomes noticeable formal education or training is disrupted**
- **Career development is stalled and acquisition of core work skills is blocked**
- **If the person was already in the labor market his/her career is brought to a halt**
- **Continuance of education or return to work after the acute symptoms of the illness stop is quite rare**





At the same time, MH users have to face:

Psychological barriers

- **Low self-esteem**
- **Low self-efficacy**
- **Fear of failure**

Practical Issues

- **Lack of means of transportation**
- **Unpredictable sleeping patterns due to medication**
- **Lack of interviewing skills and job hunting techniques**
- **Lack of access (and/or skills) to the internet and technology**

Benefits-Related Barriers

**The majority of
MH users rest
unemployed**

**They have to pursue the
disability benefits that
Social Security and
Welfare services pay to
people who are
excluded from work due
to a medical condition.**

**In most countries
this procedure takes
months to complete
and is exhausting
and overwhelming.**

**Fear of losing these
benefits deters users from
seeking employment and in
many cases it becomes an
anti-motive for work.**

MH users believe that re-instating their official disability status after losing a job would be such a lengthy and overwhelming bureaucratic procedure that they prefer not to get employed in the first place.

(The benefits-related barriers will be further discussed in relation with the task of advocacy.)

Overcoming Internal Barriers & Lack of Skills

Acquiring soft skills and career management skills helps the person feel more confident and increases self-esteem.

These skills also help her/him to address the practical issues that she/he has to deal with, when it comes to work integration (find and then maintain a job or education).



Overcoming Internal Barriers & Lack of Skills

Counseling is the main procedure through which MH NEETs can overcome internal barriers and lack of skills, as it helps the person:

- **Develop soft skills, such as:**
 - **Communication skills**
 - **Conflict management skills**
 - **Problem solving skills**
 - **Teamwork skills**
 - **Stress management**
 - **Time management skills etc**
- **Develop career management skills**



Overcoming Benefits-Related Barriers

Informed decisions is a key to work integration!

MH NEETs need to know and understand which benefits they are entitled and which effect a paid job may or may not have on them.

Having all needed information can help them decide how they want to proceed with work or education.



Overcoming Benefits-Related Barriers

Benefits counselling is essential during the whole counselling process.

Professionals providing career counselling sessions to MH NEETs are strongly encouraged to collaborate closely with other professionals (mainly social workers), in order to include the provision of benefits-related information to MH NEETs counselling process.

Laws are always subject to change. Needs and priorities of MH NEETs as well. So this collaboration should be open, continuous and ongoing!





Activity

In which ways do you think that each of the work barriers that were presented can be overcome? How can MH professionals assist people overcome them? (400 words)



Thank you for
the Attention.
Questions?