Career Services for MH Neets

Working and Networking with the Labor Market

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ARE NETWORKS NECESSARY???

1 Young people have their own networks

They have been influenced by career advisors, teachers, family members and friends.

2 Young people with MH problems

Are also involved with therapists, social workers and specialist career services.

3 These networks exist for a reason

It's almost impossible to achieve a successful inclusion in training and work while ignoring them

4 There usually is no one-stop service

Advice and resources have to be looked for in different quarters.

5 Why is that???

Because of the complexity of mental illness and disability. There are many different conditions with many different degrees of severity.

6 There are no one-fits-all solutions

So…in most of the cases you will need to draw on networks of support.

Which Networks?

A

Personal Networks: relatives, informal carers, friends etc.

B

Other mental health professionals working with the young person

C

Government agencies, public employment agencies, NPOs

D

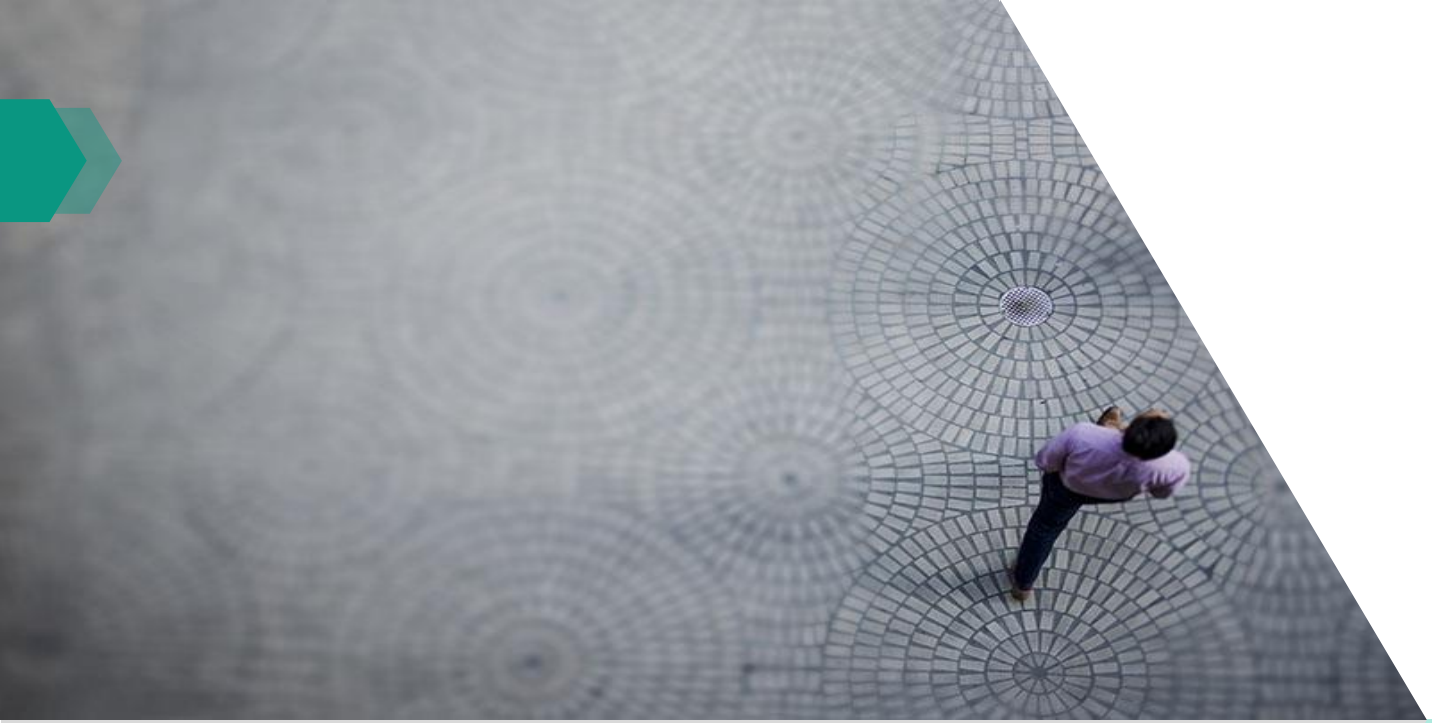
Employer-driven networks: employers, chambers of commerce, industry associations etc.

Always remember that your most important network partner is the young person!!!

S/he is the one who this is all about and hence must be part to all decisions concerning her or his role, the necessary support and who is to be involved.

How can we use and extend networks?

- What are the needs for which support should be sourced through networks?
- What networks are already available?
- How can these networks be utilised, strengthened, extended and navigated?



1. Assessment of Needs

What are the needs for which support should be sourced through networks?

2. Drawing a plan

1. Assessment of Needs

Assessment of needs may already be seen as a networking effort, because in order to bring together the knowledge about what the young person in question can and cannot do, can and cannot learn – and what the job requires and how it can be modified can only be assessed by combining the employer's and the employee's perspective.

1. Assessment of Needs

What kinds of adjustment will have to be made to the workplace and working conditions?

This includes working time, pace of training, allowances for flexible hours, managing level and kind of interaction with colleagues and with customers.

What kind of personal assistance will be necessary? This can support dealing with unfamiliar social contexts (i.e. a social "on-boarding"), help with finding and maintaining a structured day, motivational support etc.)

1. Assessment of Needs

What additional training is necessary?

This may concern the need to catch up on missed parts of education and training due to illness-related absences. It may also concern the need to learn to manage an illness or disability in relation to work.

What needs to be done to make training/work possible in the life of the young person?

This includes questions like: is the housing situation appropriate and can a low-stress commute be arranged? Will the income be sufficient to exclude impact from financial worries on work? Do relevant others support the decision to take up a training position or a paid job?

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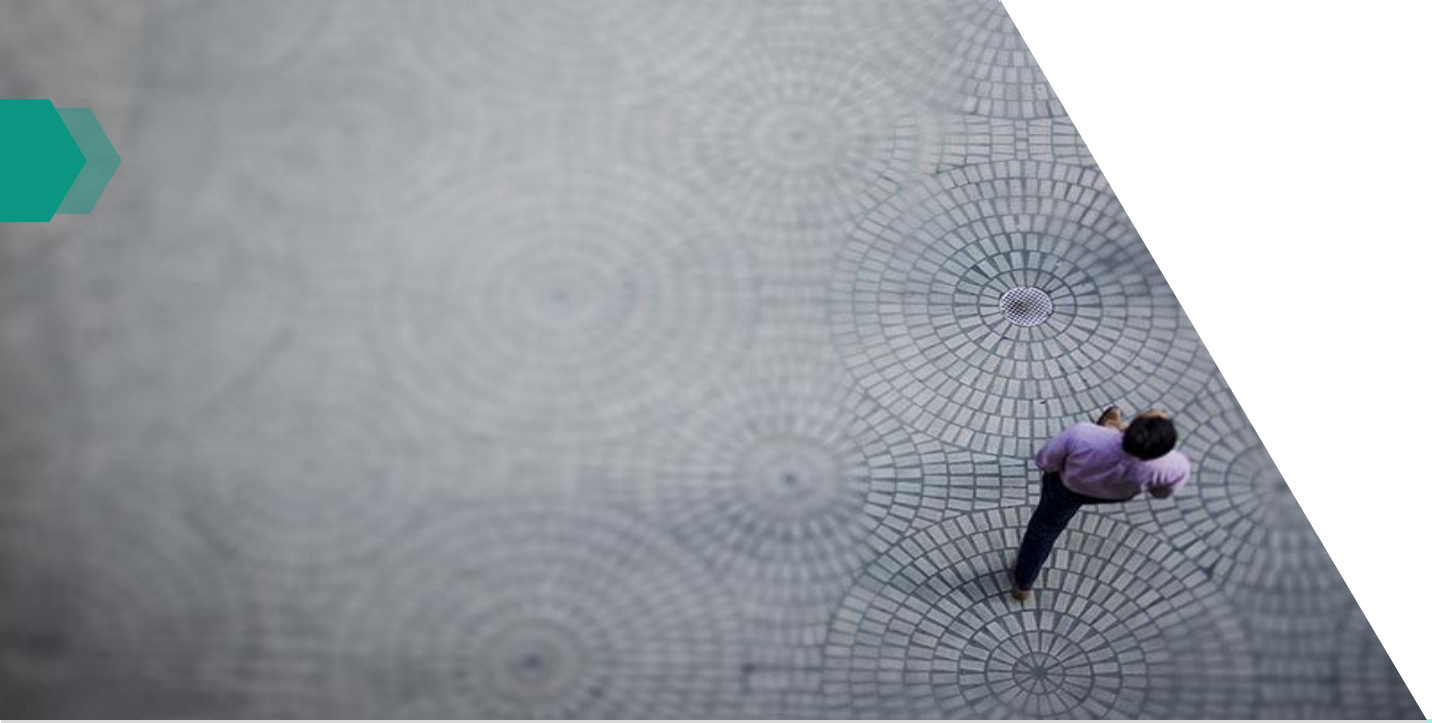
2. Drawing up of a plan

The action assigned will have to name who is to be approached – and that requires some knowledge about what support is available from whom.

E.g: if the housing situation is difficult the action may be to find funds for better (or closer) accommodation, which means that the appropriate partner in the responsible agency needs to be identified.

There will necessarily be some element of try-and-error, so like every plan, the plan for inclusion must be revised in intervals. This is also recommended so its success can be monitored.

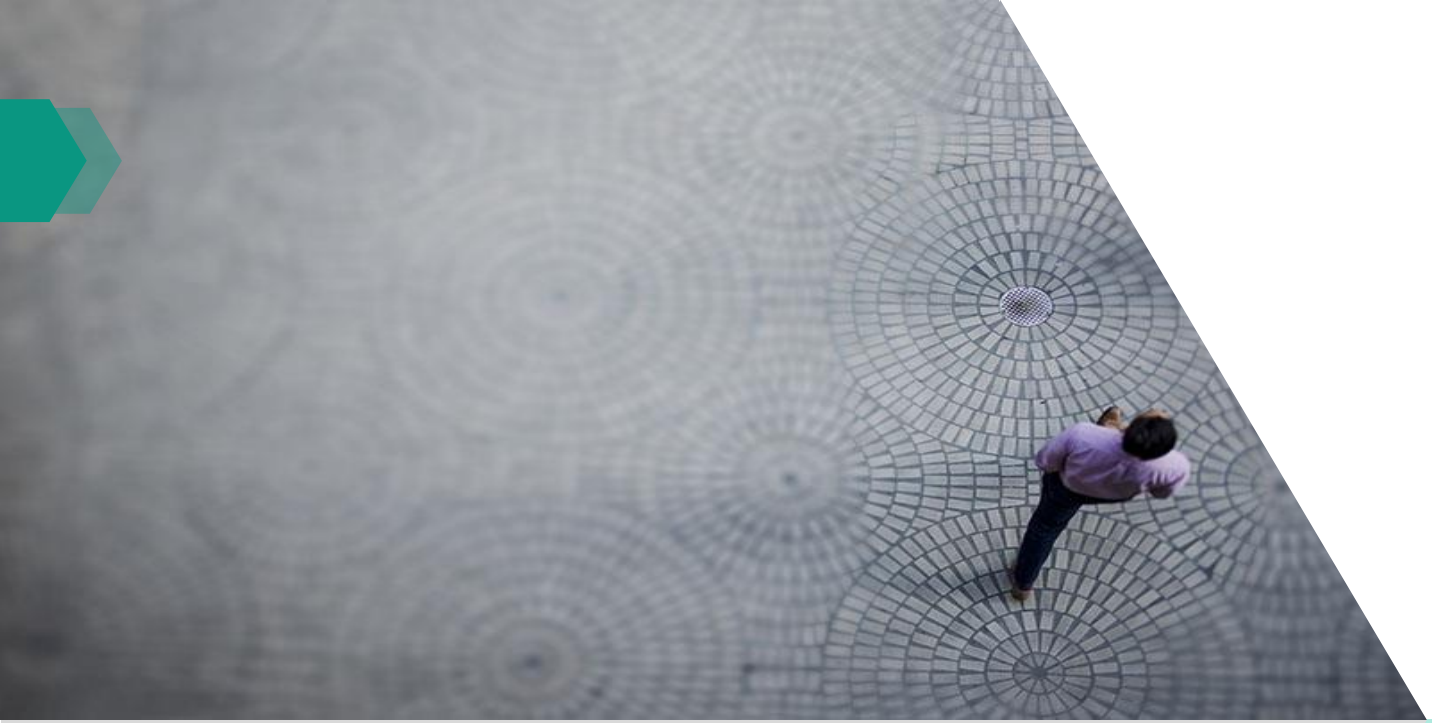


Existing Sources

Online, Agencies, Specialized Departments in Clinics or NPOs, Networks that the young person is already connected to.

What networks are already available?

Which of the above can help in each specific case?



1. Who should approach networking partners?

How can these networks be used, strengthened, extended and navigated?

2. What to look out for when dealing with networking partners?

1. Who should approach networking partners?

The main aspect is the autonomy of the individual!

As far as it is possible and adequate for the young person her/himself to approach an agency or organisation, it is key that they are encouraged to do so – and that they are facilitated to do so. This may mean that an appointment with a case worker at a government agency is prepared (e.g. make a list with the relevant points and facts to be discussed) or that a person of trust takes part in the appointment.

1. Who should approach networking partners?

The main aspect is the autonomy of the individual!

Sometimes this is not possible and sometimes it is not adequate.

In such cases it is absolutely vital that proceedings are discussed and agreed with the young person beforehand, so that the contact is made in the role of his representative or advocate.

2. What to look out for when dealing with networking partners?

In drawing together networking partners you will be creating or extending your own informal network, and you will be connecting to already existing networks – namely those, which your networking partners are already a part of. These networks will be of varied natures.

2. What to look out for when dealing with networking partners?

Keep in mind!!!

Different networks come with different forms of organisation and have different cultures.

- **Centralised, decentral or distributed**
- **Hierarchical or egalitarian, formal or informal.**

They all come with advantages and disadvantages!

It is important to remain conversant in different network logics, because the various organisations, agencies, institutions operate on different terms.

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Discussion

Which are the competencies and skills that a professional needs in order to be capable of working efficiently with networks?

Activity

Describe the activities that the organization where you work has done to establish collaboration with potential employers from the free labour market (you can also suggest activities that can be implemented). (300 words).

Thank you for the Attention.
Questions?