

# Engaging Transition Age Youth in Employment & Education

Marc A. Fagan, PsyD

Vanessa V. Klodnick, PhD, LCSW

E-Shawn Spencer, MHP

**THRESHOLDS**

**HOME**

**HEALTH**

**HOPE**

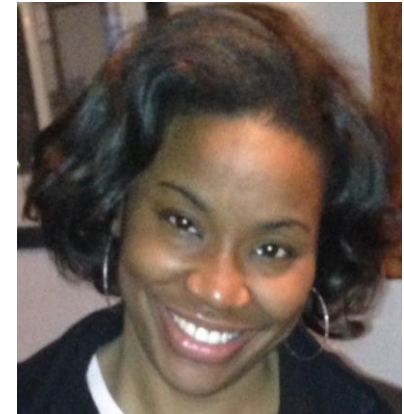
# WHO WE ARE



**Marc  
Fagan, PsyD**



**Vanessa V.  
Klodnick,  
PhD, LCSW**



**E-Shawn  
Spencer, MHP**

**THRESHOLDS**

HOME | HEALTH | HOPE

# OUR **PLAN** FOR TODAY



- **Describe how we make working & going to school hip & cool for young people with serious mental health challenges in Chicago!**
- **Describe the theory & best-practices that inform our approach to supporting vocational development**

**THRESHOLDS**

HOME | HEALTH | HOPE

# OUR CONTEXT: THRESHOLDS

- **Youth & Young Adult Programs**
- **Individual Placement & Supported Model of Supported Employment (IPS)**
- **Urban Setting**



Artwork by Kenneth Williams - Thresholds South Artists

**THRESHOLDS**

HOME | HEALTH | HOPE

# WHO DO WE ENGAGE?

- **Age range**
- **Serious mental health challenges**
- **Delayed vocational development**
- **History &/or current system-involvement**




# WHAT IS **OUR** APPROACH?

- **Programs designed for specific young person needs to support the transition to adulthood**

- **Our programs:**

- Young Adult Program
- Mothers' Project
- Emerge
- RISE
- Thresholds High School



All have a distinct vocational support component and are TIP-informed.

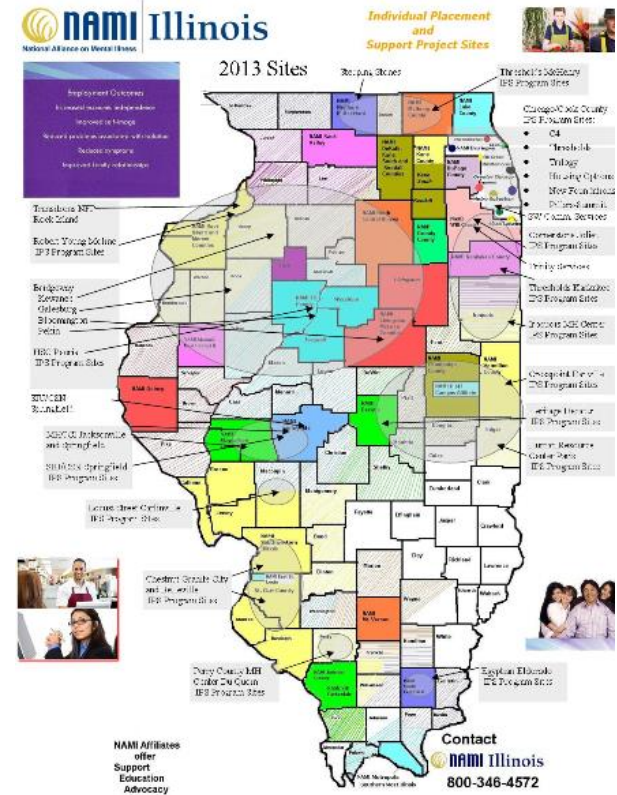
# **KEY COMPONENTS OF OLDER YOUTH- & YOUNG ADULT-INFORMED APPROACH**



- **“With” vs. “For”**
- **Involvement in treatment planning**
- **Partnership**
- **Empowerment**
- **Youth-defined family**

# INDIVIDUAL PLACEMENT & SUPPORT (IPS) SUPPORTED EMPLOYMENT

- **History of IPS & Thresholds Connection**
- **IPS is an evidence-based practice with 8 principles:**
  - Zero Exclusion
  - Focus on Competitive Employment
  - Integration of Mental Health Services
  - Preferences are considered
  - Personalized Benefits Counseling
  - Rapid Job Search
  - Systematic Job Development
  - Time Unlimited and Individualized Support



**THRESHOLDS**

HOME | HEALTH | HOPE



Individual Placement and Support (IPS)



TIP-Informed Young Adult Services

Coaching

Youth Choice

Community-based

Place & Train

Futures Focus

**THRESHOLDS**

HOME | HEALTH | HOPE

# TENSIONS IN THE RELATIONSHIP

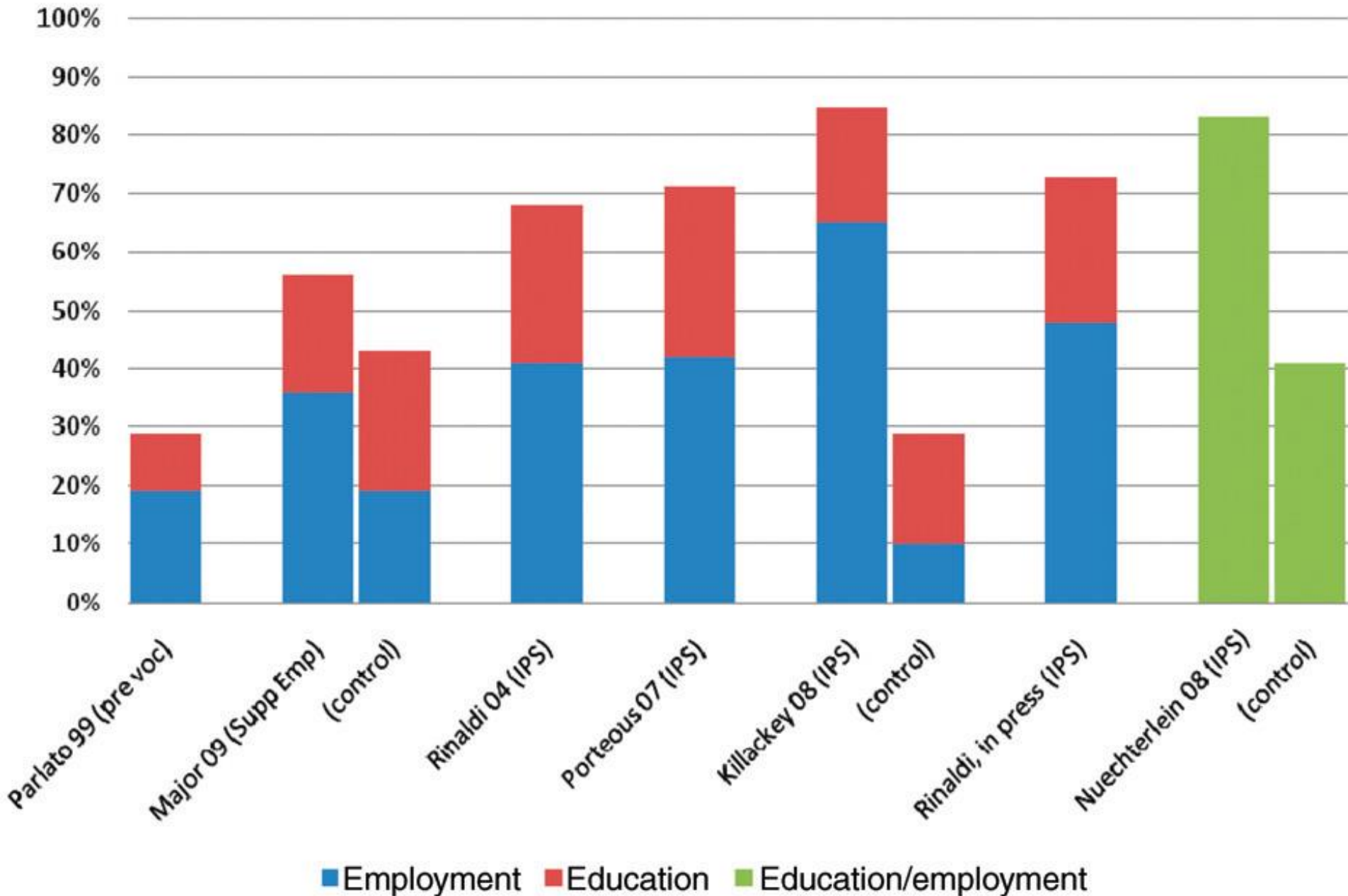


- Generalists vs. Specialists
- Focus on Education
- Job Starts vs. Job tenure (e.g., the nature of **Discovery**)
- Internships & volunteering

# **RESEARCH OF ADAPTATION TO IPS**

- **Thresholds work with UMASS Research & Training Center (Ellison et al., 2015; Klodnick et al., 2014)**
- **IPS for Homeless Youth accessing mental health treatment (Ferguson, Xie, & Glynn, 2012)**
- **UMASS RTC Pilot Project - Adapting IPS for HS students in Maryland (<http://umassmed.edu/transitionsrtc/>)**
- **IPS with individuals with first episode psychosis (Rinaldi et al., 2010)**

## First episode psychosis vocational rehabilitation studies



# WHAT IS SUPPORTED EDUCATION?

- **Mirrors IPS**
- **University of Kansas**
- **Need or additional exploration component**



# INTEGRATING PEERS



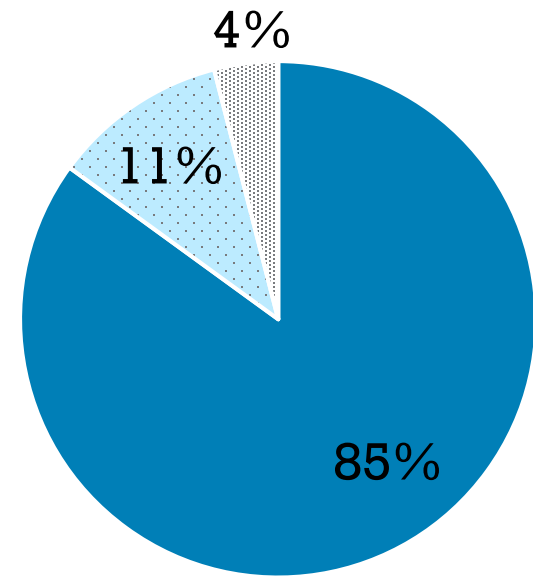
- **Limited research, yet recent increase in interest in integrating young adult peer support into clinical settings**
- **Vocational Peer Mentors at Thresholds**
- **Challenges to integrating young adult peers**

**THRESHOLDS**

HOME | HEALTH | HOPE

# OUTCOMES AT THRESHOLDS

- **Having a vocational team within your clinical setting will alter the culture: vocational outcomes will become as important as clinical outcomes**
- **Supported Employment (SE) & Education (SEd) are optional – young people must demonstrate interest.**
- **Approximately 40% enroll in SE and 30% in SEd.**
- **Quarterly Stats:**
  - Approximately 30-40% in SE will gain/maintain job
  - 60-70% experience education program start or continued enrollment



- Working; in School; Volunteering
- Not working or in school, but open to SE/SED
- Not working or in school & not open to SE/SED

**THRESHOLDS**

HOME | HEALTH | HOPE

# **BARRIERS TO IMPLEMENTING IPS & ADAPTATIONS/ADD-ONS**



- **Engaging young people**
- **Limited ability to continue client support after discharge from child system at a certain age**
- **Funding IPS & Supported Education**
- **Integrating Peer Support into vocational team**



# PARTNERING WITH TEXAS

- Partnering with UT-Austin & growing group of stakeholders
- Training on IPS & adaptations
- On-going Technical assistance
- For more information on this, contact Debbie Cohen:  
([dacohen@austin.utexas.edu](mailto:dacohen@austin.utexas.edu))



**THRESHOLDS**

HOME | HEALTH | HOPE

# QUESTIONS? THANK YOU!

## Contact Info:

- [Marc.Fagan@thresholds.org](mailto:Marc.Fagan@thresholds.org)
- [Vanessa.Vorhies@thresholds.org](mailto:Vanessa.Vorhies@thresholds.org)
- [E-Shawn.Spencer@thresholds.org](mailto:E-Shawn.Spencer@thresholds.org)



**THRESH** | **HOLDS**

HOME | HEALTH | HOPE

# RESOURCES

- Burke-Miller JK, Razzano LA, Grey DD, et al. Best practice supported employment outcomes for transition age youth and young adults. *Psychiatric Rehabilitation Journal* 2012; 35(3), 171-179.
- Ellison, M.L., Klodnick, V.V., Bond, G.R., Krzos, I.M., Kaiser, S.M., Fagan, M.A., & Davis, M. Adapting Supported Employment for emerging adults with serious mental health conditions. *Journal of Behavioral Health Services & Research* 2015; 42(2), 206-222.
- Ferguson KM, Xie B & Glynn S. Adapting the individual placement and support model with homeless young adults. *Child and Youth Care Forum* 2012; 41, 277-294.
- Klodnick, V.V., Sabella, K., Krzos, I.M., Brenner, C., Kaiser, S.M., Ellison, M.L, Davis, M. & Fagan, M.A. Perspectives of Early Emerging Adults with Serious Mental Health Conditions on Vocational Peer Mentors. *Journal of Emotional & Behavioral Disorders* 2014; 1-12.
- Porteous N & Waghorn G. Developing evidence-based supported employment services for young adults receiving public mental health services. *New Zealand Journal of Occupational Therapy* 2009; 56(1), 34-39.
- Rinaldi M, Perkins R, McNeil K, et al. The Individual Placement and Support approach to vocational rehabilitation for young people with first episode psychosis in the UK. *Journal of Mental Health* 2010, 19(6), 483-91.