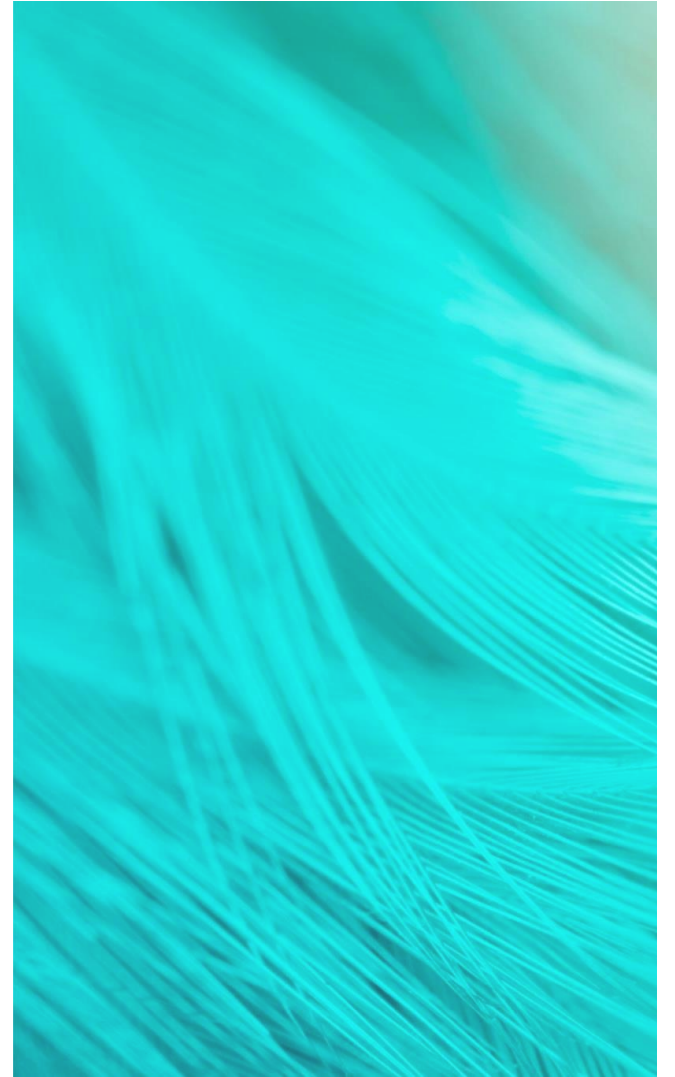


Strategies to Support Individuals with Mental Health in the World of Employment

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Secret Weapons

- ❖ Consistent Engagement
- ❖ Open Communication
- ❖ Individualized Voices
- ❖ Strong Advocation
- ❖ Specialized Education

Linear Process Mentality

- Linear:
 - Identify job goal
 - Make resume
 - Apply for job
 - Get interview
 - Get job
 - Good luck!
- Better Strategy:
 - No outline

Try, Try Again

- Ways to Test Employment:
 - Job Shadow
 - Informational Interview
 - Work Experience-Paid or Unpaid
 - Various Assessments-ONET, 180Skills, Paper Vs Hands On

- Accommodations:
 - JAN
 - ESS

Job Readiness Skill Training

- Identify barriers to long-term, successful employment
- What skills are needed?
- SMART (<https://www.mindtools.com/pages/article/smart-goals.htm>)
 - **Specific** (simple, sensible, significant).
 - **Measurable** (meaningful, motivating).
 - **Achievable** (agreed, attainable).
 - **Relevant** (reasonable, realistic, results-based).
 - **Time bound** (time-based, time-limited, time-sensitive)

Example

Anxiety

- Individual will utilize 4 rounds of box breathing when overwhelmed by a task at work before moving on to a different task.

Schizoaffective Disorder

- Individual will ask one trusted co-worker to work within arms length of them for 15 mins to help determine safety and reality.

Benefits

- SSI/SSDI
- Medicaid/Medicare
- SNAP
- Housing Assistance
- Understanding Safety Nets is Crucial
- **Get an Entitlement/Navigator BFF**

Support Systems

Outside Work	Overlap	At Work
Family	Employment Specialist	Boss
Friends	Behaviorist	Manager/Team Lead
Prescriber	VR Counselor	Co-Worker
Therapist	Case Manager	HR

Individual Involvement

- Individual choice and preference
- Individual knows themselves better than anyone else
 - Intrinsically and extrinsically
- No Magic Lists, No Automatic Placements
- Partnership is Key, Give and Take

Education

- Know who you are working with
- Diagnosis vs. Symptoms
- Each person is unique

Resources

- NAMI
- MHA
- SAMHSA
- Local CMHCs

Best Practice Strategies

- Be okay with a “wavy” employment process
- Support trying different opportunities out-they are not failures; they are learning opportunities
- Identify areas for growth and current barriers; develop and assist with cultivating those skills
- Understand benefits and aide in becoming comfortable pursuing independence
- Identify and teach ways to develop and lean on natural supports for assistance-Utilize Tx Teams
- Knowledge is Power-take the time to learn

Best Practice Strategies Cont.

- Make individual feel heard, seen, and that the journey is about them
 - Meet them where they are and support the individual on their path

Q & A

