

# WARNING!

The workshop you are about to encounter may be enjoyable.

The presenters disclaim all liability and shall not be held liable for any damages should you sprain a muscle or fall from your chair in a fit of hysterical laughter.

# Got Youth?

Employing Youth:

Relax, It's not as hard as it may seem.

Rebecca Hawkins & Matt Lord

# Essential Elements of Youth Employment

Value – Who wins?

Roles – But what are they gonna do?

Recruitment – You mean I've got to go under THAT bridge?

Reasonable Accommodations – and other things that make you go hmmm!!

Orientation & Training – But don't they already know how to mop and empty trash bins?

Supervision & Support – But don't they have a case manager already?

Stay tuned for answers to these and other boggling questions...

# The value of employing youth...

Who wins? Everyone!!!

What you get:

Employees with real knowledge about the services you provide.

Employees that know how to live well with mental illness.

A breath of fresh air!



**DOCTOR APPROVED! 100% NATURAL!**

Take as much as needed whenever needed.

This product is enhanced by acceptance, understanding, and love.

# The value of employing youth...

Who wins? Everyone!!!

What children & families get:

**HOPE!**

**HOPE!**

**HOPE!**

# The value of employing youth...

Who wins? Everyone!!!

What youth get:

To be empowered!

To know accomplishment.

To give back to their community.

A good start to a real good future!

They also get:

Much needed work experience and CASH!

# Roles for Youth:

But what are they gonna do?

- Program Planning & Development
- Training & Evaluation
- Outreach & Education
- Community Activities
- Direct Support
- Advocacy
- Group Facilitation

# Recruiting Youth:

Bridges and arcades and café's, oh my!

Where do we find these youth?

- Your own back yard.
- Newspapers that youth actually read.
- Local colleges.
- Local family organizations.
- Transition Age Youth Programs.
- And anywhere you would find youth!

# Reasonable Accommodations:

Things that make you go hmm!

Accommodations should be made based on the needs of the individual employee to ensure her/his success in the job.

Possible accommodations could include:

- Flexible schedules.
- Increased supervision.
- Job coach assistance.
- Quiet work space.

# Orientation & Training:

But don't they already know how to mop?

- Boundaries and Limit Setting
- Communication and Conflict Resolution
- Crisis and safety planning
- Organizational skills, time management and self care
- Cultural Competency
- Establishing trust and positive relationships with clients
- Navigating systems: Mental Health, Juvenile Justice, Child Welfare, Special Education
- Working in Shared Leadership Situations
- Advocacy and empowering youth
- Collaboration
- Confidentiality
- Mandated reporting

# Supervision & Support:

But don't they already have a case manager?

- Who is the supervisor for youth employees?
- How often is supervision offered and how formal is the supervision?
- What support is in place for the youth employee?
- Does the youth employee have a peer group for support?