

# Foundry Works: Towards the Integration of Supported Employment/Education as a core service offered to young people accessing integrated youth health services in British Columbia

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Team:

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# DISCLOSURE

The presenter of this session does not have any relevant financial relationships during the past 12 months.



# CONFERENCE RESOURCES

Slides and handouts shared by our conference presenters are available on <https://www.integratedcareconference.com/> and on the conference mobile app.

All sessions will be recorded and posted to <https://integratedcarelearning.talentlms.com/> shortly following the conference.



# LEARNING OBJECTIVES

At the conclusion of this session, the participant will be able to:

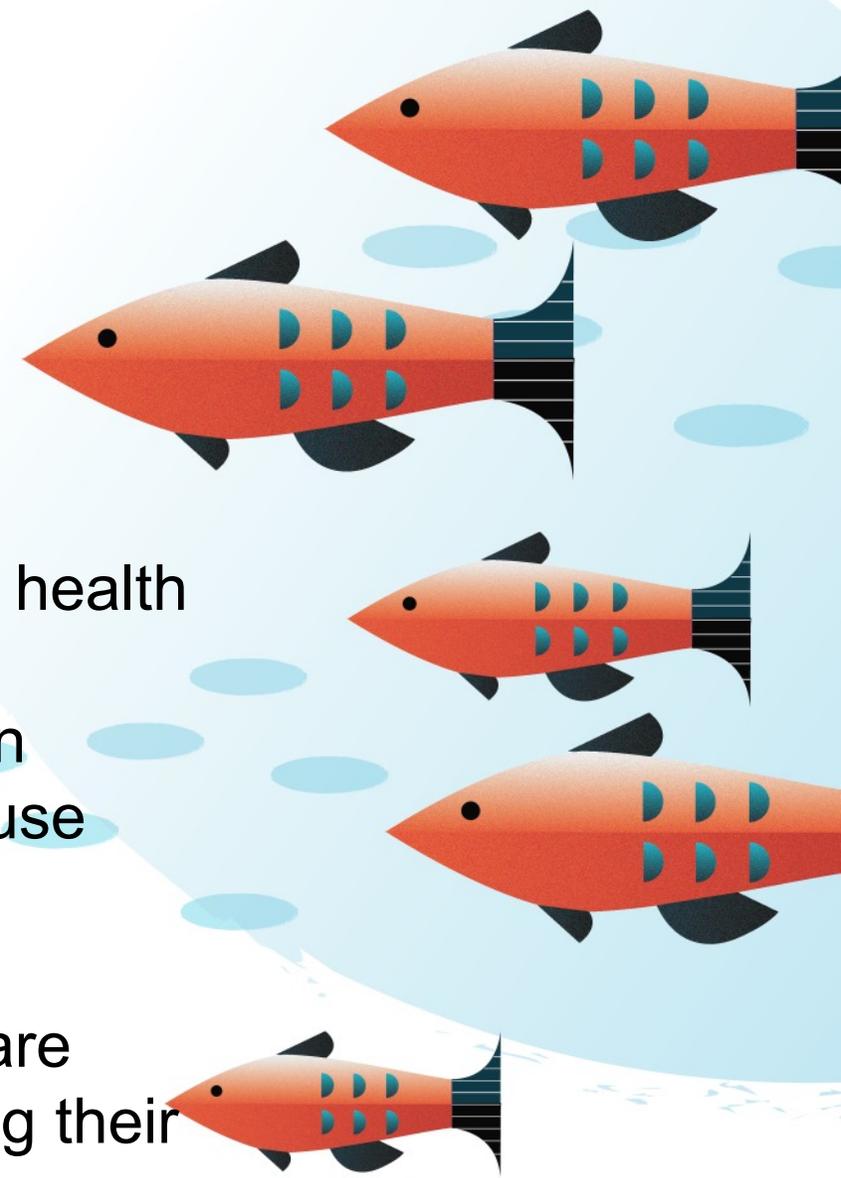
Describe the process for developing, implementing, and scaling an supported employment program called Foundry Works including

- Co-deign
- Pilot
- Longitudinal pilot
- Scale



# Why are we talking employment at the CFHA Conference?

- ✓ Employment and education are social determinants of health
- ✓ NEET status is one of the best indicators of recovery in people who experience mental health and substance use challenges
- ✓ There is a disconnect in how youth and young adults are managing career and education goals while addressing their health needs



~1 in 4

Canadian youth are affected by mental illness  
and problematic substance use.

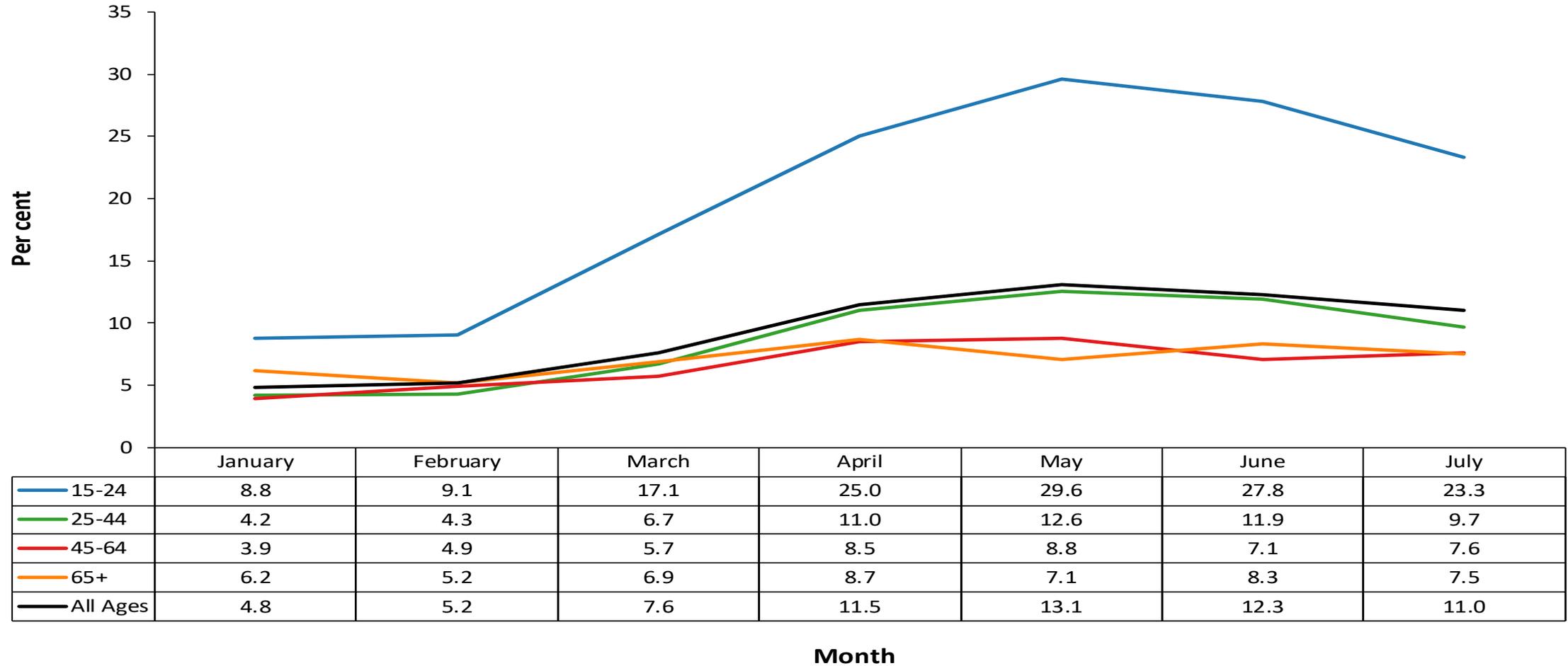
12 - 24

year olds experiencing the highest incidence of  
mental disorders and addictions of any age group.



Patel V, Chisholm D, Parikh R, et al.  
Addressing the burden of mental, neurological,  
and substance use disorders: Key messages  
from Disease Control Priorities, 3rd edition.  
*Lancet*. 2015;387(10028):1672-1685.

## Unemployment Rate, Age 15+, BC, January to July 2020



**Notes:** Estimates are percentages, rounded to the nearest tenth. Unemployment is based on the number of persons who, during the reference week, were without work, had looked for work in the past four weeks, and were available for work. Those persons on layoff or who had a new job to start in four weeks or less are considered unemployed. These rates are seasonally unadjusted.

**Source:** Statistics Canada, Labour Force Survey (LFS), Table 14-10-0017-01 Labour force characteristics. Prepared by Population Health Surveillance and Epidemiology, Office of the Provincial Health Officer, BC Ministry of Health, August 2020.

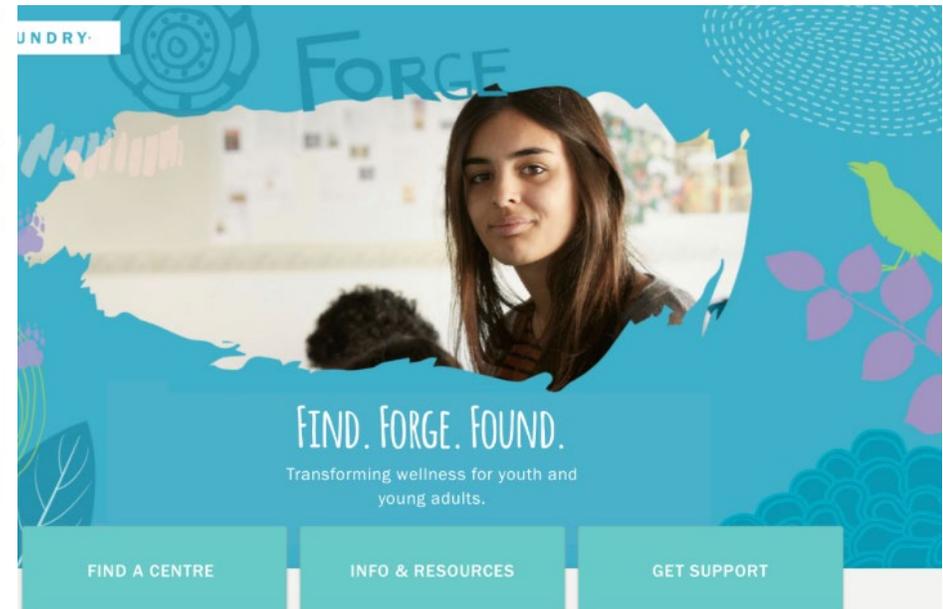
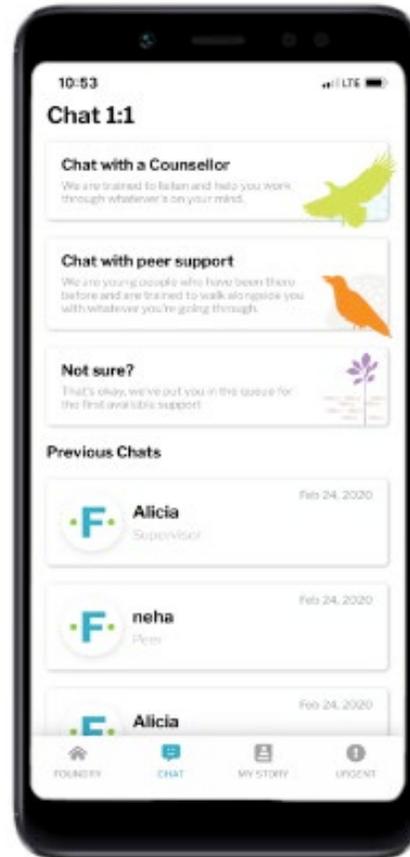
## Context: Foundry Vision

Our vision is to transform access to health and social services for youth and families.

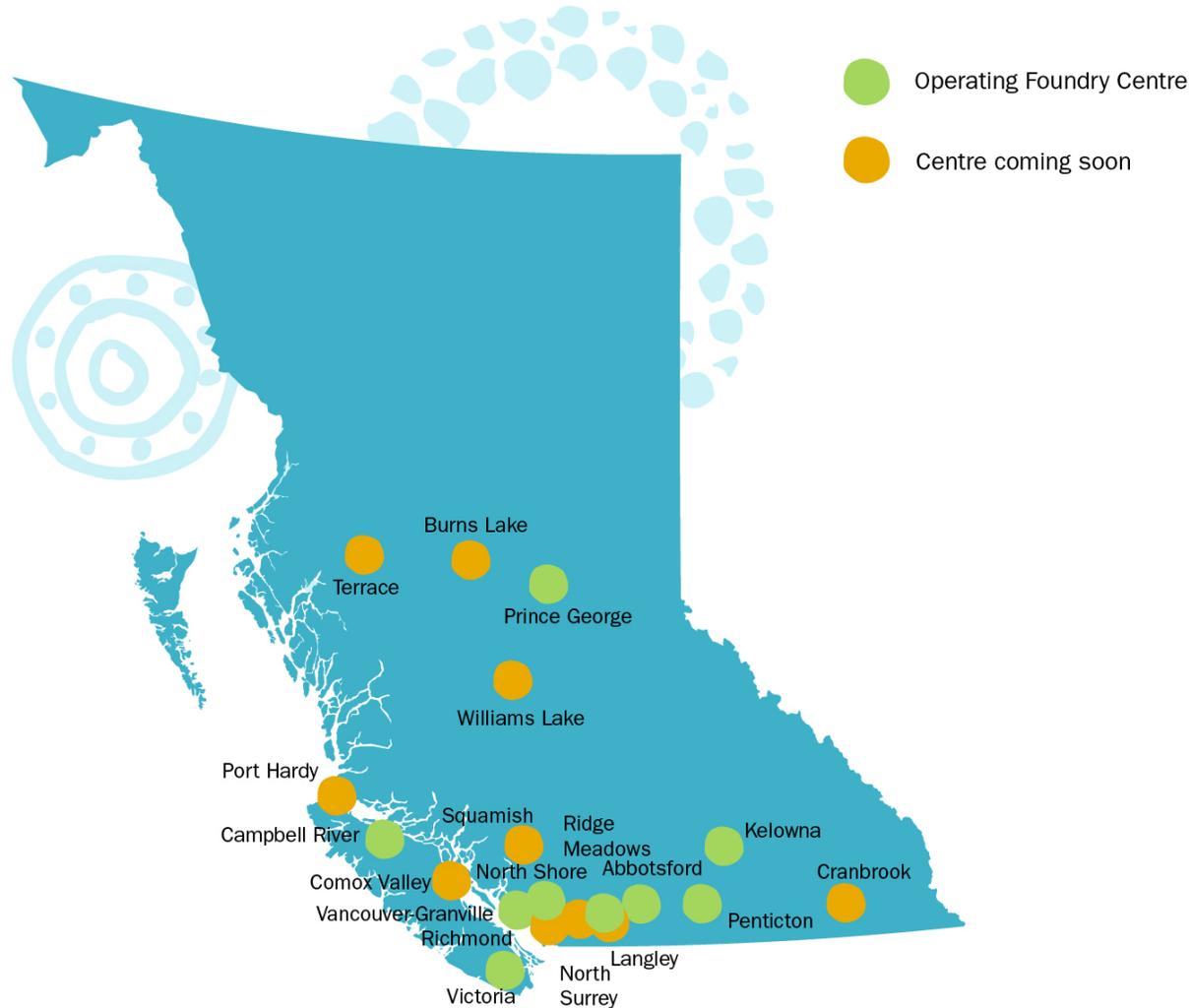
We aim to make British Columbia the best place in the world for young people to grow up



# FOUNDRY OFFERS YOUNG PEOPLE AGES 12-24 HEALTH AND WELLNESS RESOURCES, SERVICES AND SUPPORTS – THROUGH INTEGRATED YOUTH SERVICE CENTRES, FOUNDRY VIRTUAL AND FOUNDRYBC.CA



# FOUNDRY CENTRES ARE TAILORED TO THE NEEDS OF THE LOCAL COMMUNITY AND ARE CO-DESIGNED WITH YOUNG PEOPLE AND THEIR FAMILIES



# FOUNDRY'S CORE SERVICES ARE PRESENT AT EACH CENTRE AND ARE DESCRIBED IN OUR SERVICE MODEL GUIDE



# FOUNDRY Vancouver Granville

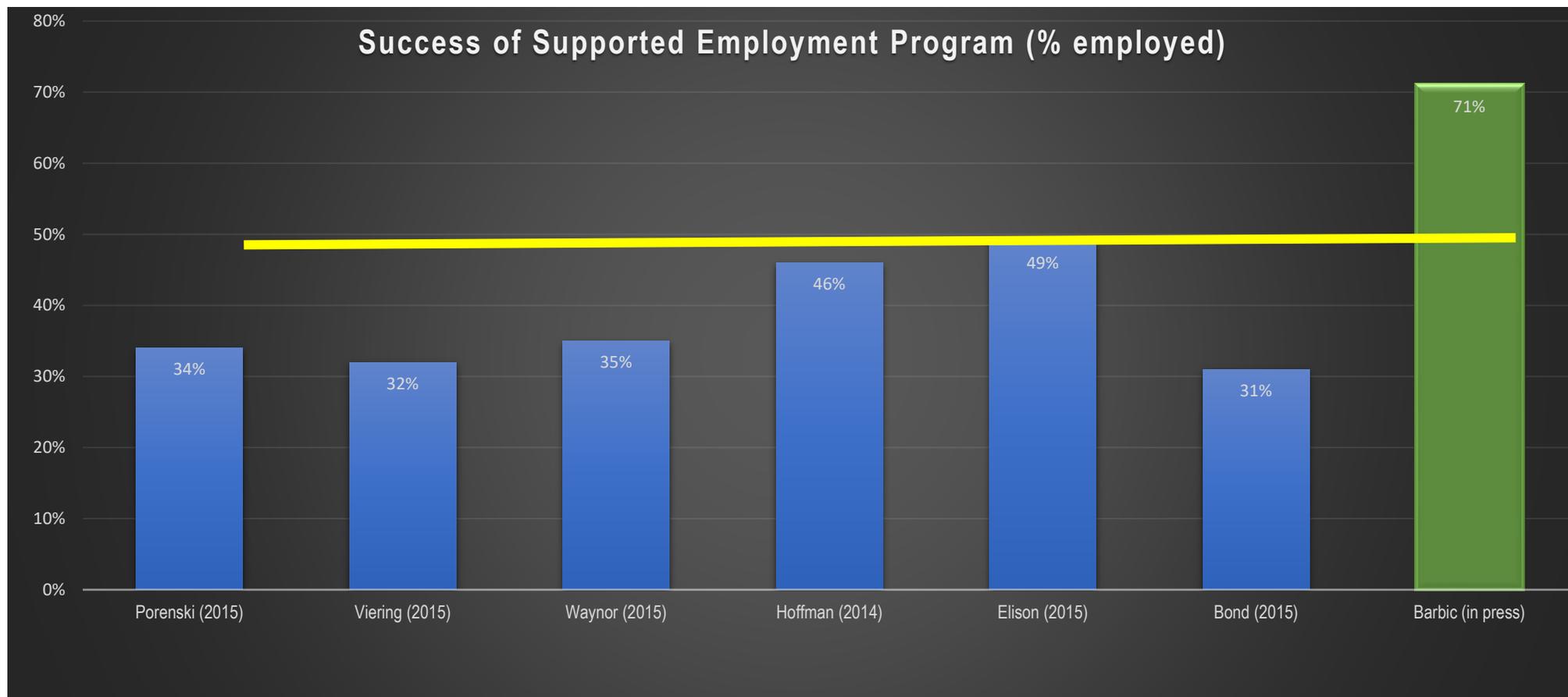
- ✓ **First centre at Foundry (est 2015)**
- ✓ **Toolbox and data collection**
  - ✓ *How can we support you today?*
  - ✓ *What are your goals?*
- ✓ **Need for a pilot?**
  - ✓ *80% of youth reporting needing support with employment, education, and training goals*
- ✓ **Visioning and co-design process**
  - ✓ Engaging young people, health providers, & health leaders to map out a vision for the integration of employment/ education support within an integrated youth “health” service



# History of Foundry Works

PROJECT	PURPOSE	Success
Ministry of Justice Grant (2015)	Pilot project at FVG to pilot an occupational therapy led intervention to support 10-12 youth.	YES! (90%)
Private donor (2015-2018)	Supported an OT position and Peer support worker to provide supported work/study services in partnership with the YMCA Vancouver	YES!
Ministry of jobs, skills, and tourism (MSDR) (2018-2020)	Support of three year program to support youth 16-29 years. Partnership with FVG/YMCA (n=155 youth over three years).	YES!
CIHR (2018-2021)	Test the extent to which a work/study intervention, integrated within the Foundry model could support the work/study needs of youth. 18 cohorts. 155 youth. Follow up for one year. Only at one centre (Foundry Vancouver Granville)	YES! (81%)
Service Canada (2019-2020)	Establish the work/study program as a core service at Foundry (n=110 youth in 18 months). At this point, program called Foundry Works. <b>COVID</b>	YES!!! (51%)
Service Canada/MSDPR/ Future Skills	Foundry Works launched in 11 communities in BC and virtually for three year pilot trial. Foundry also participating in a large scale research implementation study with 4 centres in BC (12 nationally) to understand the impact and cost effectiveness of the program within IYS (PI: Joanna Henderson)	TBD

# Compared to available evidence



*“This program showed me that I was much more than just a sick person. I have goals and I can accomplish my goals. I now work full time in a job I love. I am proud of myself.”*

*“I felt so lucky that my parents and team suggested I go to this program. I was able to fail in this program and learn why I failed. I worked with my health team to learn how to make a routine and get to the program every day. Over time, I failed less. Over time, I felt healthier. And today I am working. I send any youth at Foundry I can to this program.”*

*“Before I went to the program, I slept all day. I smoked all day. On the weekend I smoked a lot of weed and meth was just part of life. In a week in this program things started to change. I made friends who had goals. I went to the gym. I made friends at the gym. On the weekends, I found myself at the gym (they have a hot tub!). But that changed recently, because now on weekends I work. I love it. I have Tuesday and Wednesdays off. This is my new weekend.”*

# Lessons learned from pilot work

- Employment/education barriers for youth participating in the program
  - Limited work experience
  - Homelessness
  - Social stigma
  - Substance use
  - Consideration for equity, diversity, and inclusion
- Importance of developing integrated health and employment plans to enhance communication between services;
- Community stigma and employer reluctance to hire participants with a past or current history of mental health and/or substance use challenges;
- Need for coordinated system for scale

## Who else is doing this work?

### PROVINCIAL

- Several individual programs delivering supported employment
- Programs are often time dependent
- Depend heavily on funding calls



\$454M

### NATIONAL

- Future Skills (based out of the Centre for Addiction and Mental Health), 6 communities including two Foundry communities (Penticton and Campbell River)



6

### INTERNATIONAL

- Our partners is Australia, headpace



50

# Federal Budget: headspace welcomes vocational and mental health support for Australia's most vulnerable

06/10/2020

headspace National Youth Mental Health Foundation has welcomed tonight's Federal Budget commitment of \$45.7 million over four years from 2020-21 to expand the Individual Placement and Support (IPS) program delivered at headspace. IPS supports young people up to the age of 25 with a mental health condition to participate in the workforce and will expand to a further 26 additional headspace centres, taking the total to 50 centres nationally.

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# • F O U N D R Y •

Why do we need coordinated, integrated employment and education services across British Columbia for youth?



## What is Foundry Works?

- ✓ Foundry Works! is a new youth supported employment program being launched across the Foundry network.
- ✓ The program provides flexible, wrap-around services to help youth who are currently not in education, employment or training (NEET) to realize their education goals, develop work skills and gain paid work/study experience to successfully transition into the labour market.



## What is Foundry Works service model?

- ✓ Services in this new program are guided by the Individual Placement and Support (IPS) model of supported employment.
- ✓ Across 28 randomized controlled trials assessing the effectiveness of IPS for people with serious mental illness, 55% of IPS participants achieved competitive employment, compared to 25% of control participants receiving other vocational services.

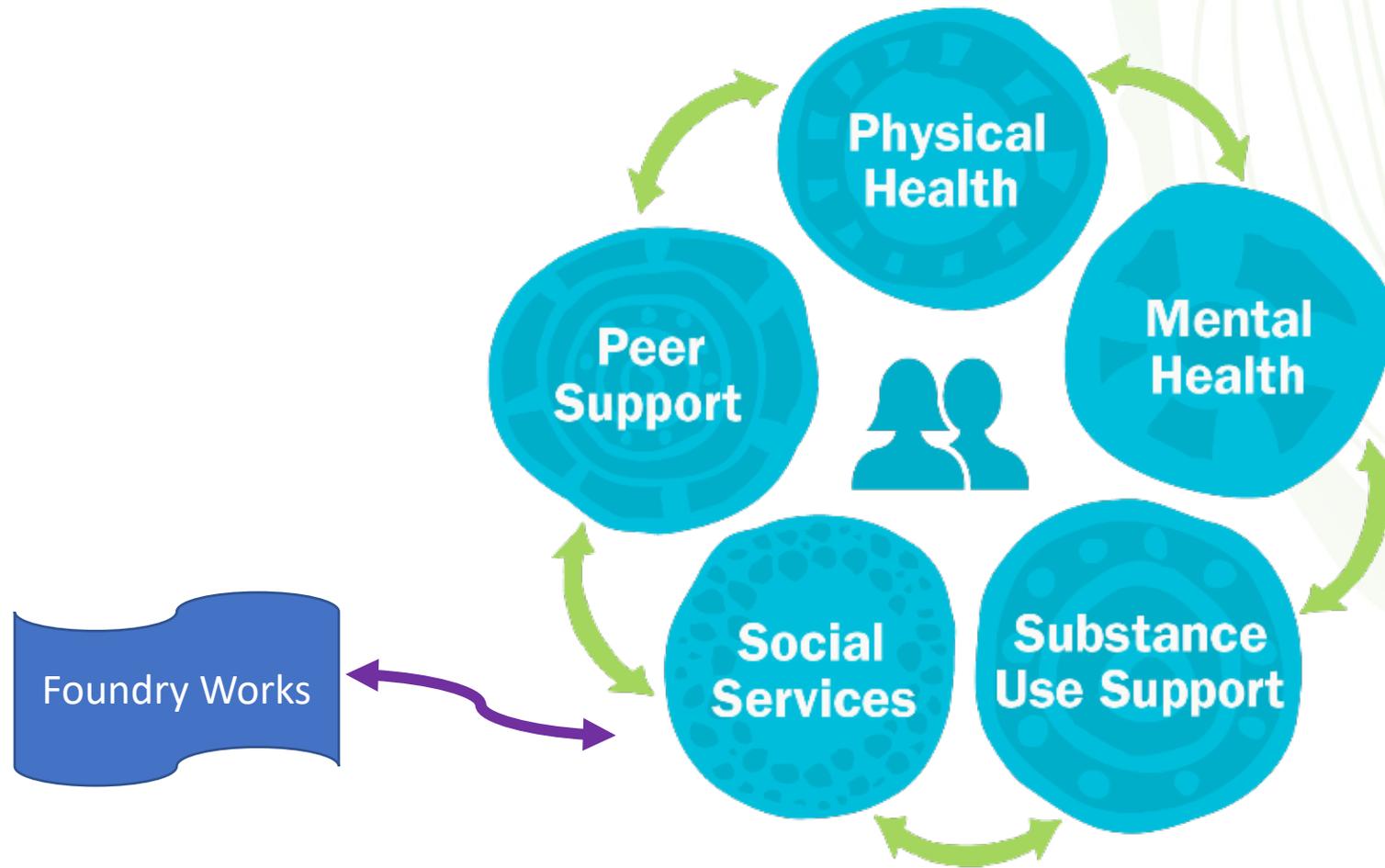


## Core features of the model:

- ✓ Offering work/study support within and alongside core integrated health services;
- ✓ Meeting participants where they are at;
- ✓ Helping participants gain mainstream employment/study experience.

We believe that all young people should have access to meaningful work, study and training opportunities. This program will allow Foundry to support young people **to coordinate their health and work/study goals**

# Where does Foundry Works fit in the overall service model?



# Foundry Central Office Role

- ✓ Supports each centre rolling out the program
- ✓ We use a team approach guided by the values and principles of Foundry
  - ✓ **Sharing the load**
- ✓ Work alongside all the service providers to directly support young people with their work/study goals
  - ✓ **Program implementation**
  - ✓ **Evaluation**
  - ✓ **Community of Practice**



# Who is the FCO steering committee to guide implementation?

1. Foundry Executive Director (Steve Mathias)
2. Director of Clinical Operations (Karen Tee)
3. Director of Evaluation and Quality Improvement
4. Program Lead (Matt Wagner))
5. The Foundry Works! Program Manager (Diana Alqutub)
6. The Evaluation Lead (Alayna Ewert)
7. The Evaluation Specialist (Haley Turnbull)
8. Director of Research (Skye Barbic)
9. Youth and Family Advisory Panel Leads, OG-YACs, regional YACs
10. Research and Evaluation Associates



## Fidelity

- ✓ Fidelity is an important part of Foundry Works and IPS
- ✓ Evaluation specialist and assistants
- ✓ Because young people have many different life trajectories, we recognize that a “one size fits all” model is not likely to work. We are depending on our youth-centred community to become a community of practice in this area and share lessons broadly



# Composition of each team



# What does this all look like?





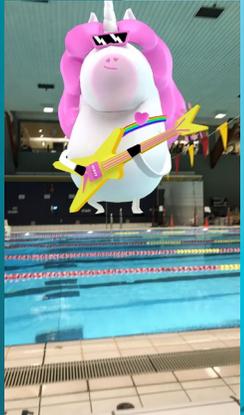
NEET?



Meet with IPS team



Action Plan



Celebration, ongoing support

**Sample: Referral Form**  
**IPS Supported Employment/Education Referral**

Date of referral: [Click here to enter text.](#)

Name: [Click here to enter text.](#)  
 Address: [Click here to enter text.](#)  
 Email: [Click here to enter text.](#)  
 Phone number/s: [Click here to enter text.](#)  
 Best way to reach: [Click here to enter text.](#)

Case Manager/therapist: [Click here to enter text.](#)  
 Physician: [Click here to enter text.](#)  
 Other healthcare/social service providers: [Click here to enter text.](#)

What is the person saying about work? Why does s/he want to work now? What type of job?  
[Click here to enter text.](#)

Is this person interested in gaining more education now to advance his/her career goals?  
[Click here to enter text.](#)

Please include some information about the person's illness (diagnosis, symptoms, etc.). How might the person's illness (and/or substance use) affect a job or return to school?  
[Click here to enter text.](#)

**FOUNDRY**  
 WHERE WELLNESS TAKES SHAPE

**Template: Employment Supports**

Name: \_\_\_\_\_ Date: \_\_\_\_\_ Staff: \_\_\_\_\_

What do you need? Check what applies to you. Date Completed:

**Career Planning**

Interested in:

- Learning about my interests, skills and values
- Finding information about careers that match my interests, skills and values
- Creating a plan to get me closer to my long-term goals

**Job Search**

Not sure how to:

- Find jobs that match my skills and interests
- Write a resume to market my skills
- Write a cover letter
- Interview for a job

**Resources**

Things I need to support my employment goals:

- Housing
- Bus pass to get to/from work
- Bank account
- Money to meet my basic needs
- Money skills — understanding my paycheck
- Money skills — budgeting
- Work clothes (please describe): \_\_\_\_\_
- Work gear/supplies (please describe): \_\_\_\_\_
- Personal care/hygiene supplies (please describe): \_\_\_\_\_
- Social Insurance Number (SIN)
- ID

**Personal Needs**

I'm concerned about:

- Feeling stressed, depressed, anxious, angry
- Communicating with other people
- Lack of energy or motivation



4) Apply for at least four jobs monthly.	-Kenya will submit applications and resumes for at least four jobs each month. Mariel and Kenya will talk together about job openings and businesses that may accept applications. Mariel and Kenya will review jobs applied for weekly and decide on a plan to follow up on each application.	4 times each month.	September 1, 20XX ongoing until employed
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Job seeker's signature \_\_\_\_\_ Date \_\_\_\_\_

Employment specialist's signature \_\_\_\_\_ Date \_\_\_\_\_

FOUNDRY.

### Sample: Action Plan

Job seeker's goal in his or her own words: "I want to find work in photography that would give me more hours than I am able to work as an independent photographer. I'd like to find part-time work so that I can continue working independently as well."

Job seeker's strengths related to the work goal: Kenya has a certificate in photography from a vocational school, she has a portfolio to show prospective employers, and she has been working as a freelance photographer for two years. Kenya is knowledgeable about the technical aspects of photography and is creative. Good interviewing skills—Kenya is personable and passionate about photography. Kenya's mom supports her goal to find a job with more hours and Kenya has her own car.

Objectives:	Persons Responsible	Frequency	Target Date
1) Create a list of businesses that have jobs for which Kenya is qualified (Sears portrait studios, etc.).	Kenya and Marisol (employment specialist) will meet to make a list of businesses.	One to two times.	August 15, 20XX
2) Develop a resume and cover letter.	Kenya and Marisol will work on the resume and cover letter together.	One to two times.	August 30, 20XX
3) Learn about the types of positions available and hiring preferences of managers in businesses on our list (see #1).	-Marisol to visit at least one employer each week to ask to meet with a manager. She'll attempt to learn about the business and hiring practices of the manager. She'll offer to introduce Kenya.	Weekly	September 1, 20XX ongoing until employed
	-Kenya will learn about businesses by reading about them online (example, reading about what products Sears portrait studio offers).	Weekly	September 1, 20XX ongoing until employed
	-Kenya will visit the placement office of her vocational school to ask about where graduates have been finding work.	Once	September 30, 20XX

4) Apply for at least four jobs monthly.	-Kenya will submit applications and resumes for at least four jobs each month. Marisol and Kenya will talk together about job openings and businesses that may accept applications.	4 times each month.	September 1, 20XX ongoing until employed
	-Marisol and Kenya will review jobs applied for weekly and decide on a plan to follow up on each application.	3-4 times each month when Kenya and Marisol meet.	September 1, 20XX ongoing until employed

Job seeker's signature \_\_\_\_\_

Date \_\_\_\_\_

Employment specialist's signature \_\_\_\_\_

Date \_\_\_\_\_

· FOUNDRY ·

## Underlying Principles

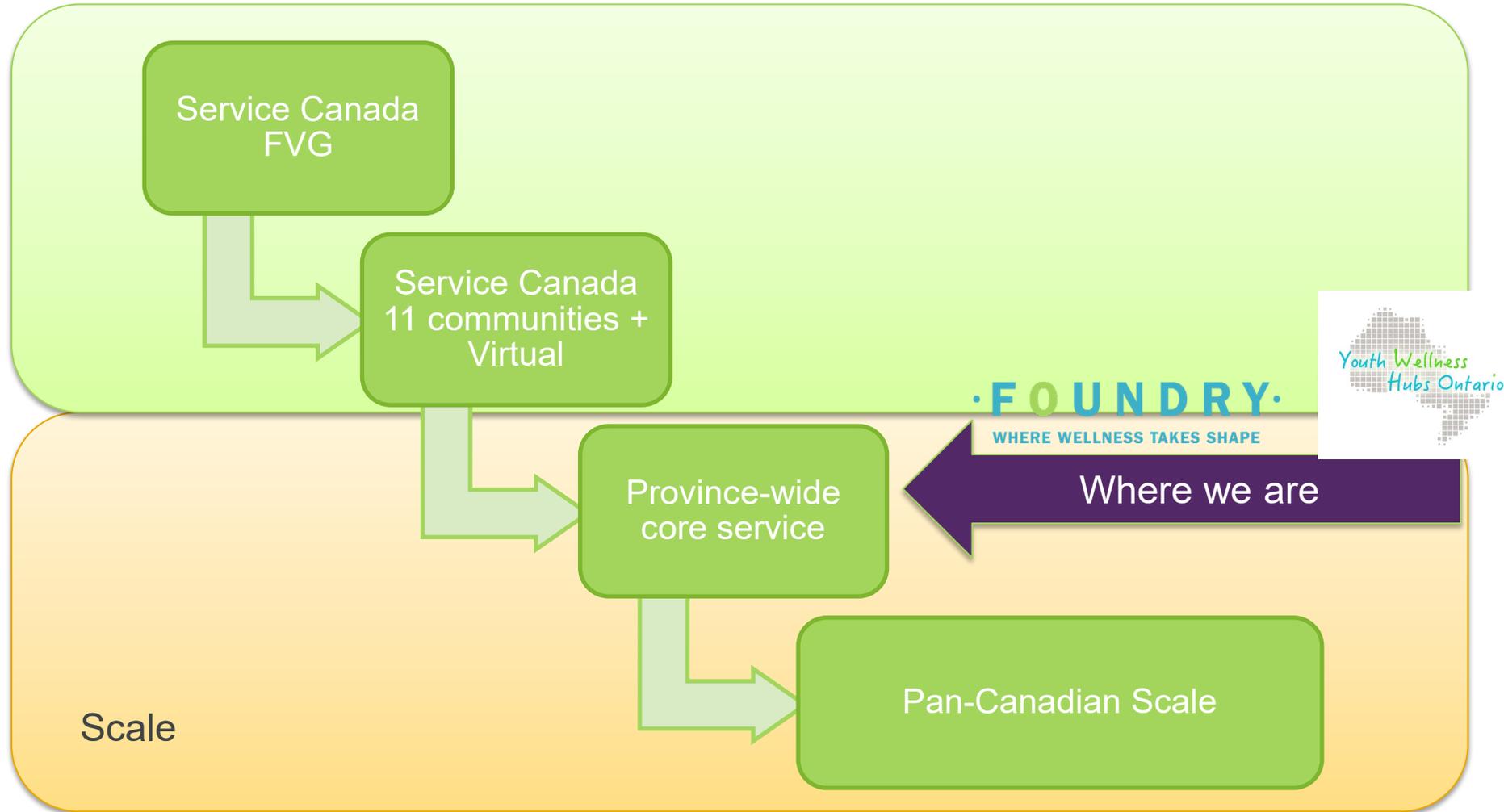
- ✓ Zero exclusion criteria
- ✓ Mainstream education and employment
- ✓ Individual preferences are important
- ✓ Team approach
- ✓ Specialist services
- ✓ Rapid job search/educational exploration
- ✓ Job/educational supports are individualized and ongoing as needed and desired



# How do we evaluate success?

Funder Data	Foundry Data
Employment outcomes	Quality of life
Education outcomes	Recovery
Training outcomes	Mental health
Metrics on employability skills sessions	Distress
Metrics on employment partners	Life satisfaction Youth satisfaction with the program

# Vision Moving Forward



# Swimming upstream

- Cultural safety
- Targeted programming for younger youth (12-18)
- Education curriculum
- Ongoing Research, Evaluation, Quality Improvement
- Development of a national strategy to support Integrated Youth Centres such as Foundry and Youth Wellness Hubs Ontario to deliver sustainable services over time
- Establish/refine standards for supported employment/education for youth



# Who do I contact for more information?

Diana Alqutub: [dalqutub@foundrybc.ca](mailto:dalqutub@foundrybc.ca)

Skye Barbic [skye.barbic@ubc.ca](mailto:skye.barbic@ubc.ca)



# SESSION EVALUATION

Use the CFHA mobile app to complete the evaluation for this session.



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