


HYPE: SUPPORTING THE CAREERS OF YOUNG ADULTS WITH MENTAL HEALTH CONDITIONS


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Who is HYPE funded by?



- Current research on **HYPE** is funded by the National Institutes on Disability, Independent Living, and Rehabilitation Research (NIDILRR)
- We are grateful to have the support of the MA Department of Mental Health (DMH) to offer the **HYPE Course** in our state.

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Who are we?



The Transitions to Adulthood Center for Research aims to:

- Improve supports for the successful completion of schooling and movement into rewarding work lives among young people, ages 14-30, with serious mental health conditions (MHC's)

We are a Massachusetts Center of Excellence

1. Conduct research that supports the employment and education goals of YA
2. Develop and translate knowledge to the public
3. Infuse Participatory Action Research (PAR) into all ACR activities



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Poll: (check as many as apply)




- Who is here today?
 - Young Adult
 - Provider
 - Person in Recovery
 - Family member
 - Peer Supporter
 - Just interested!!



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A Career Development Model for Young Adults, Focused on Supporting Education 

HYPE

Helping Youth on the Path to Employment


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Poll: 

When you were 18, what did you most want to do?

- Get a job
- Go to college
- Take a break from school/work
- I didn't know what to do

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HYPE Focus



HYPE focuses on maintaining the identity of young adult, student, worker



Actively works against the development of disability identity and prevent application to SSA




Develops skills and mindset to persist in school: Highly specialized support + executive functioning skill development



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Rationale for Developing our Model




Existing SE models achieve only moderate success

Many YA's with MHC's become reliant on SSI

Existing SE and VR programs emphasize employment over ed.

Higher education is vital to cultivating human capital

Being a student is age-relevant for YA's and it presents unique challenges



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HYPE was developed with YA voice

- Monthly meetings with YA Advisory Gp. for 4 years
- Development Summit brought together:
 - 14 Young Adults
 - 14 Researchers
 - Equal voices in the room

We have continued to invite the YA Voice into our work:

- Participatory Action Council
 - Researchers and others bring ideas/materials for feedback and development
 - Paid participation
 - Active group!





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HYPE works to get young people into the Primary Labor Market

Primary Labor Market	Secondary Labor Market	Tertiary labor markets
<ul style="list-style-type: none"> • Higher pay • Benefits • Flexibility • Vacation time • Sick time • Career Mobility <ul style="list-style-type: none"> • Lateral and vertical 	<ul style="list-style-type: none"> • Entry level jobs • Short job tenure • Low pay • No benefits • No vacation time • Typically little flexibility 	<ul style="list-style-type: none"> • “Gig” economy • offer flexibility • lack the benefits of the primary market • (aka self-employment)


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Poll:



Why do you think helping young people get into the primary labor market through education is so important?

- Helps them be protected from being unemployed
- Helps them make more money now and compound it over time
- Helps them to develop human capital
- All of the above
- None of the above



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Current work in HYPE



Research:

- HYPE on Campus:
 - Researching the effectiveness of HYPE to help students with MHC's to persist in school.

Services:

- HYPE Course in MA
- Working with agencies to develop HYPE offerings



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Video from HYPE on Campus:



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THE HYPE COURSE



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What is the HYPE Course?



The HYPE Course takes principles and practices from the HYPE approach into the classroom for young adults with mental health conditions.

The HYPE Course directly engages YA's in a group format, so agencies can serve people wherever they are.



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Who is the HYPE Course for?



The HYPE Courses are for young adults (18-30) with lived experience who want to:

- ✓ Find a career direction
- ✓ Get a job
- ✓ Enroll in / return to school or voc –tech/ CPE programs
- ✓ Learn organizational skills
- ✓ And more!




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Virtual HYPE Courses




Career Decisions

School Prep

Work Prep


All include free materials, career assessment, even snacks!




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Poll:



- At the beginning of the pandemic, how many of you found yourself looking for online courses?
 - I did!
 - Not me!
 - I thought about it but didn't end up doing it ☺



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Career Decisions Course Topics



- Career Interests
- Career Values
- Career Assessment
- Your Preferences
- Researching Careers
- Your Career Plan



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Topics we cover in School Prep



- Educational Goal Planning
- Skills for School Success
- Career Assessment for School
- Choosing a School/Program
- Applying for School: the Ins and Outs
- Disability Services and Accommodations




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HYPE Work Prep Course Topics



Orientation and Goal Setting

Career Assessment for Work


Your Network/
Elevator Pitch


Job Application

Interview Preparation

Workplace Accommodations

Getting Organized for Work





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Career assessment.. a common thread

The SDS (Self-Directed Search)

<https://app.self-directed-search.com/en/SDS/Report/Summary/87426>



REALISTIC
Realistic types generally like to work with things more than with people. They are often described as genuine, sensible, practical, natural, direct, modest, persistent, and honest.


INVESTIGATIVE
Investigative types typically like to work with ideas more than with people or things. They are usually described as logical, curious, exact, intellectual, cautious, independent, quiet, and modest.

CONVENTIONAL
Conventional types generally like to work with papers and numbers. They are typically described as practical, careful, thrifty, efficient, orderly, and persistent.

ARTISTIC
Artistic types usually like to work with ideas more than with things. They are usually described as open, creative, independent, unemotional, imaginative, and original.

ENTERPRISING
Enterprising types generally like to work with people and ideas more than with things. They are usually described as outgoing, adventurous, energetic, optimistic, sociable, and self-confident.

SOCIAL
Social types typically like to work with people more than with things. They are often described as helpful, understanding, responsible, warm, cooperative, convincing, friendly, kind, generous, and patient.


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Engaging Young Adults in the HYPE Course



- Reach out with reminders, support
- Keep class size small – 10-15 ppl
- Gear course content to life goals
- Not graded, no tests, voluntary!
- Sharing YA experiences/story-telling
- Connecting during and after class
- Individual Meetings – 2 x 30 min



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What we're up to now..




- Creating an online training course for agencies/ facilitators who want to learn how to offer the course.




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In sum...



HYPE helps YA move from surviving to **THRIVING** and pursuing goals towards a meaningful career and financially secure future



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Contact us! We'd love to talk with you!

Our website: <https://hypecareers.org>

HYPE email: HYPE@umassmed.edu



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