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## YOUTH MENTAL HEALTH & WORK

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Gina Chinnery, Associate Director, Employment & Education Partnerships

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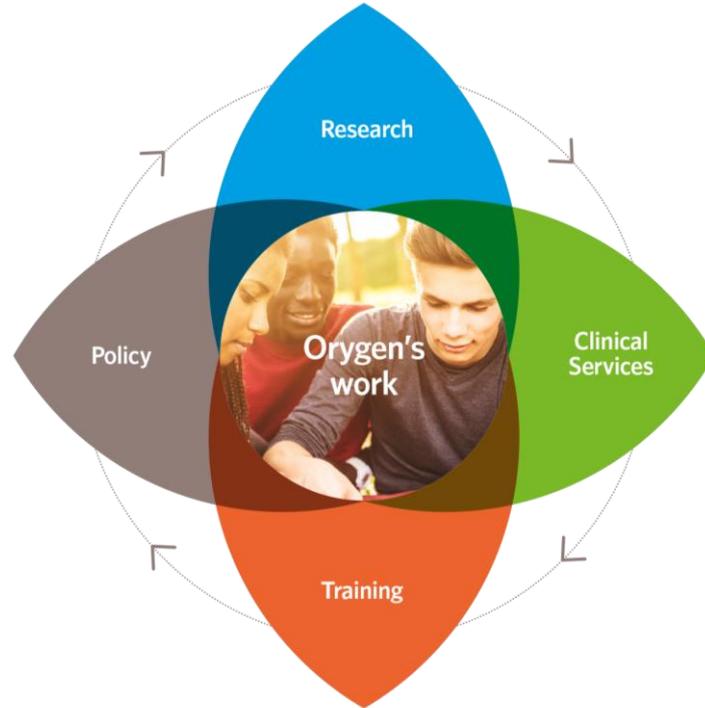
# ABOUT ORYGEN

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Mental ill-health is the number one health issue facing young people worldwide. As the leading cause of disability in those aged between 10 and 24 years, it contributes 45% of the overall burden of disease. There is a powerful case for transformational reform of our current mental health services to accommodate and indeed give pride of place to our young people. Orygen is the engine room driving this reform in Australia and across the globe.

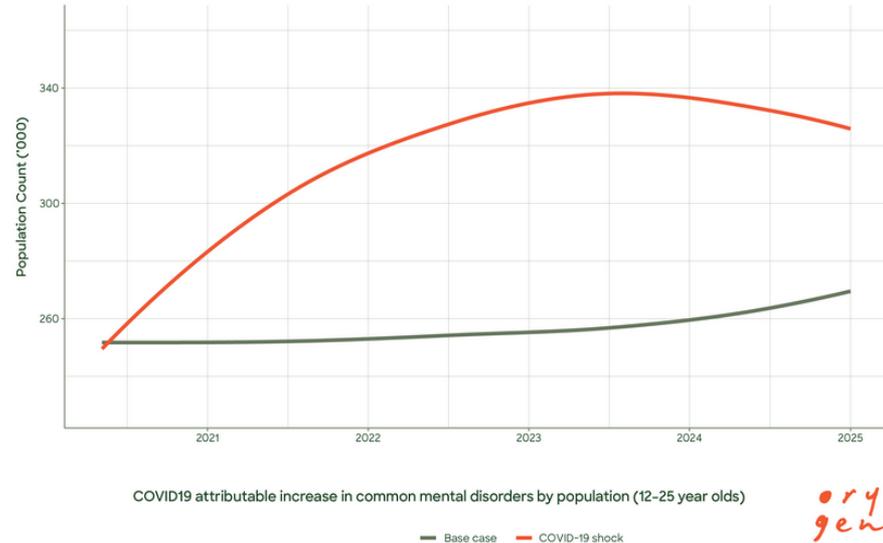


**Professor Patrick McGorry AO**  
Executive Director



# COVID-19 & YOUTH MENTAL HEALTH

Modelling undertaken by Orygen indicates that the crisis could result in a 30% increase in common mental health issues among young people over the next three-to-four years.



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# MENTAL HEALTH CARE IN AUSTRALIA

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## Primary

- Predominantly funded through the Medicare Better Access Initiative with referral from G.P.
- Clinicians work on a sessional basis
- Clients can access up to 10 sessions per calendar year

## Specialist Services

- Severe and complex illnesses
- Managed by hospitals
- Free service funded by state governments
- Staff provide intensive case management support
- Established group programs



headspace

A place where young people can get support with their mental health, physical health and **work and study**.



**eheadspace**

Online Counselling Service

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## ADDITIONAL COVID-19 MENTAL HEALTH SUPPORT

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- 10 additional Medicare sessions for people impacted by second wave
- Telehealth mental health sessions temporarily added to MBS items
- Beyondblue 24/7 Coronavirus Mental Wellbeing Support Service online chat or phone line
- Increase in funding for Lifeline, headspace and Kids helpline
- Orygen Digital are rolling out MOST to enhance the capacity of Victorian youth mental health services

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## COMMON EARLY WARNING SIGNS

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What might be some signs that someone is having a hard time:

- Sudden change in mood
- Less participation in social events or conversations
- Shorter temper or 'bad mood'
- Physically unwell
- Loss of enthusiasm for interests
- A drop in performance at **school or work**, including difficulties with concentration
- Withdrawing from others, not going out as much, **or not going to school or work**

\* **DIFFICULTY SLEEPING  
OR SLEEPING TOO MUCH**

\* **CHANGES IN BODY SHAPE**

\* **DIFFICULTY  
CONCENTRATING**

\* **SOCIAL ISOLATION  
AND SOCIAL MEDIA**

\* **INCREASED USE OF  
ALCOHOL, TOBACCO,  
OR OTHER DRUGS**

\* **LOSING INTEREST  
IN THE THINGS YOU  
NORMALLY LOVE**

\* **CHANGES IN DIET**

\* **FOCUSING ON  
NEWS STORIES**

\* **INCREASED ANXIETY,  
DISTRESS OR ANGER**



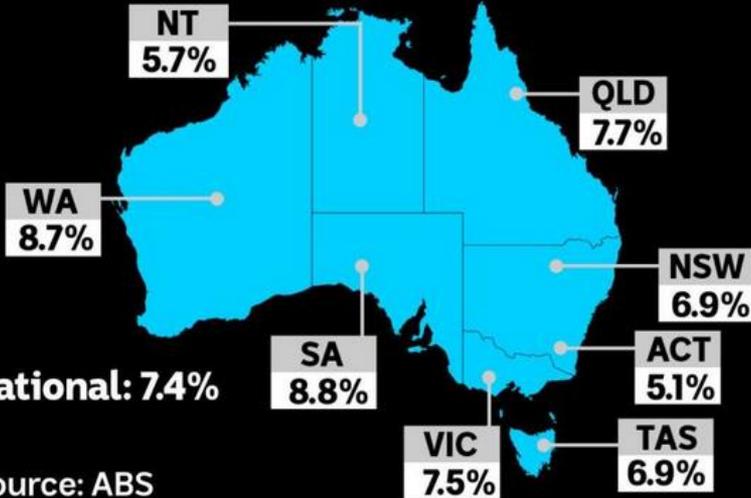
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# EMPLOYMENT & EDUCATION

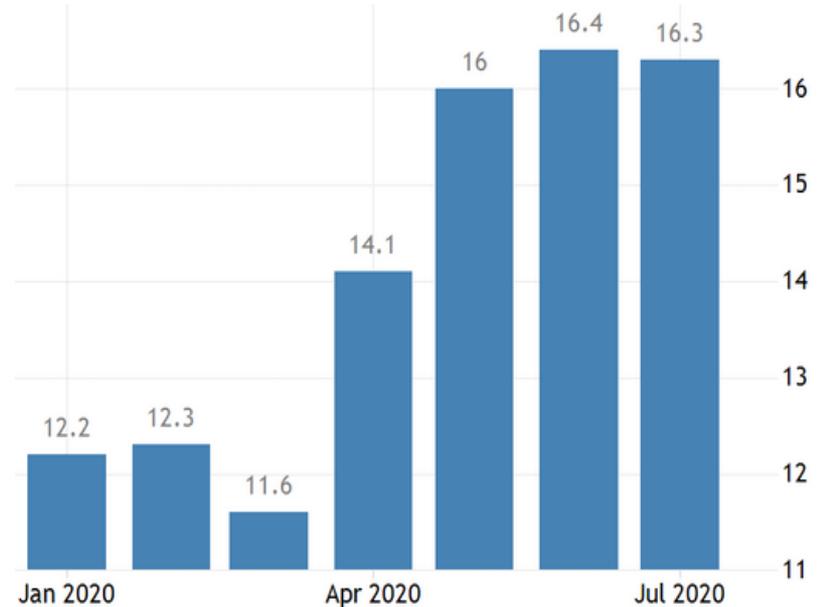
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# COVID-19 AND UNEMPLOYMENT

## Unemployment - June 2020



## Youth Unemployment

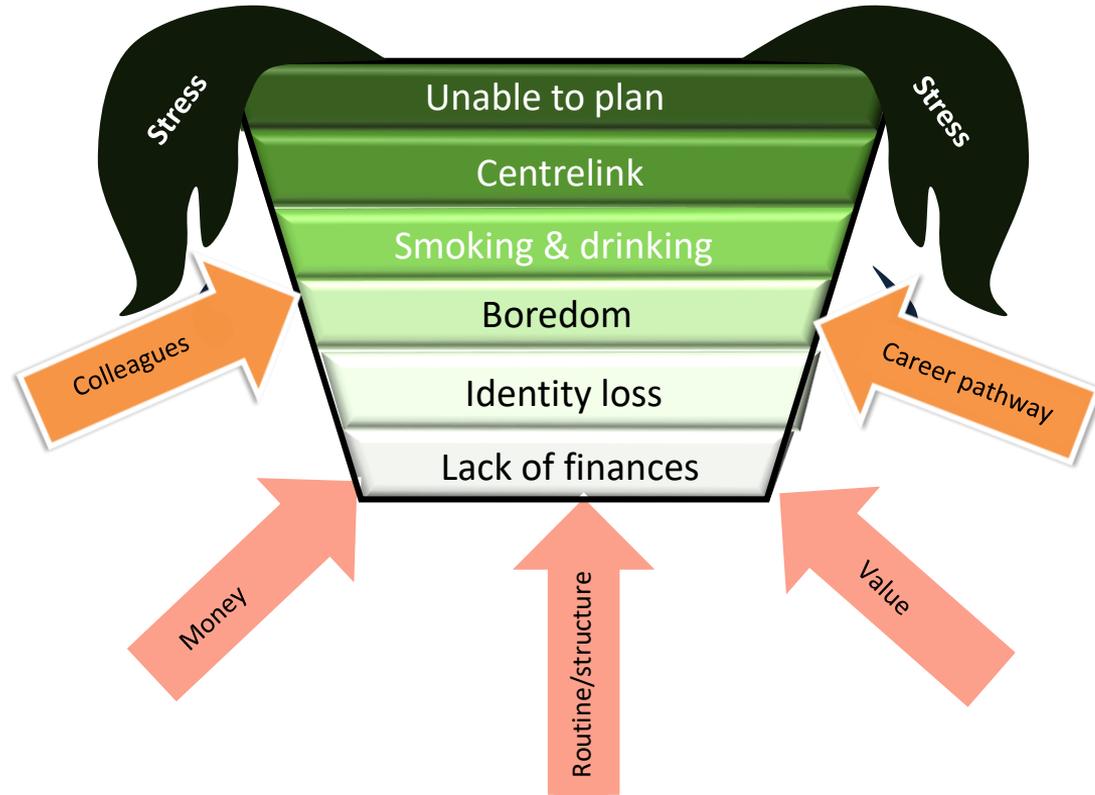


Source: Australian Bureau of Statistics

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# UNEMPLOYMENT AND STRESS VULNERABILITY

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## YOUNG PEOPLE'S CAREER CONCERNS

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 **67%** are concerned about getting a **CAREER RELATED JOB** in the current economic environment

 **Only 29%** know exactly /are very sure of the **CAREER PATH** they are going to take

 **56%** believe their prospects for employment in their chosen field immediately after University are **NOT REALLY STRONG**



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## WHAT YOU CAN DO - EMPLOYMENT SUPPORT

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- Know what's out there and how to refer – income support, wage subs, mental health etc.
- Keep positive stories coming as it will help young people feel motivated and hopeful.
- Continue to support professional development for young people that are interested
- Advocate and get involved – speak to gov, employers, TAFE's and industry bodies
- Involve young people in any planning to understand what would work for them

***Remember - pace has changed but young people are still working towards their career goals***

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## WHAT CAN YOU DO – MENTAL HEALTH

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- Learn mental health basics – remember it's really common!
- Be clear with boundaries
- Don't be afraid to talk about it
- Have resources or referral pathways available
- Look after yourself and debrief when needed



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## WHAT ABOUT YOUR WORKPLACE?

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- Language used in the workplace
- Ask for mental health training as part of induction
- Reassure your staff their role is secure if they need time off for counselling and remind of EAP
- Offer flexible work hours if possible
- Respond to mental ill-health as you would to physical illness

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## YOUNG PEOPLE TOLD US

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- Highlight that 'failure' is not a bad thing and that there are many versions of 'success'
- Treat young people with mental health challenges with the same respect and dignity as those without
- Support young people into meaningful careers
- Refer them to seek clinical support if needed
- Support young people in returning to autonomy and independence

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# WHERE TO GET HELP FOR YOUNG PEOPLE?

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**EMPLOYEE  
ASSISTANCE  
PROGRAM (EAP)**



**Head to Health**



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## TAKING CARE OF YOURSELF

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- Stick to a routine as much as you can
- Limit time on Zoom
- Exercise and try to get some fresh air
- Use apps to keep on track
- Take a break from watching news about COVID
- Remembers - it's normal to feel sad, distressed, worried, confused, scared or angry during COVID-19. **Talk to people you trust!**



**EMPLOYEE  
ASSISTANCE  
PROGRAM (EAP)**

See  
your GP



**LIFELINE AUSTRALIA**

**13 11 14**

[www.lifeline.org.au](http://www.lifeline.org.au)



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WHAT IS OXYGEN DOING?

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## EMPLOYMENT & EDUCATION PROJECTS

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- Individual Placement & Support model
- YOTES – moderated online career support
- Peer workforces including vocational peer work
- University Mental Health Framework Project
- International Student Mental Health Consultation



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# ORYGEN POLICY THINK TANK

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## **Apprenticeships and Youth Mental Health**

- Orygen and the Department of Health have agreed to the development of policy advice on apprenticeships and mental health
- Will involve the development of a policy brief and a policy paper
  - Supported by Government advocacy
  - Due for completion in early 2021

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# APPRENTICESHIPS PAPER – KEY SECTIONS

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## 1. Introduction

- The state of youth unemployment
- Impact of unemployment and underemployment on young people

## 2. What are apprenticeships

- Purpose
- History of apprenticeships in Australia
- Apprenticeships and traineeships data
- How apprentices are recruited
- Existing apprenticeship programs

## 3. Impacts of apprenticeships

- How apprenticeships and traineeships support young people's mental health
- How apprenticeships and traineeships can have a negative impact on young people's mental health

## 4. Mental health support for apprentices and trainees

- On-the-job supports
  - Industry approaches
- Training institution supports
- Mentor programs

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## SECTOR UPDATES

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- Productivity Commission Report – IPS and peer work
- Victorian Royal Commission into Mental Health
- Inquiry into sustainable employment for disadvantaged jobseekers
- Free Cert IV in Mental Health Peer Work– **traineeship** opportunity
- National Youth Commission Australia (NYCA) Inquiry into Youth Employment and Transitions

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# POLICY AND ADVOCACY

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## TERTIARY EDUCATION

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### **Under the Radar**

Policy report

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### **VET student mental health**

Briefing

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## EMPLOYMENT

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### **Adequacy of Newstart and related payments to determine the level of income support payments**

Submission



### **Future Employment Services**

Submission



### **Inquiry into Sustainable Employment for Disadvantaged Job Seekers**

Submission



### **Tell them they're dreaming**

Policy report



### **Response to New Disability Employment Services from 2018: Discussion Paper**

Submission



### **Inquiry into the (re-introduced) Social Services Legislation Amendment (Youth Employment) Bill**

Submission

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# TRAINING RESOURCES AVAILABLE

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Eating disorders

E-Health

General resources

Neurodevelopmental disorders

Physical and sexual health

Psychosis

Self-harm and suicide prevention

Service knowledge and development

Trauma

Vocational recovery

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**EVIDENCE FINDER**

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**CLINICAL COMPLEXITY**



**DEPRESSION**



**EATING DISORDERS**



**E-HEALTH**



**GENERAL RESOURCES**



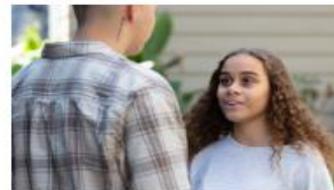
**NEURODEVELOPMENTAL DISORDERS**



**PHYSICAL AND SEXUAL HEALTH**



**PSYCHOSIS**



**SELF-HARM AND SUICIDE PREVENTION**

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# COVID-19 SPECIFIC RESOURCES

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- Work & Study
- Self-care during COVID-19
- Tips for supporting young people during COVID-19



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We have all been living with restrictions and uncertainty for a long period of time; it's ok if you're feeling overwhelmed, anxious or stressed when returning to normal daily activities such as study, work or seeing friends or other people again.

**FACT SHEET**

**RETURNING TO WORK, STUDY AND OTHER ACTIVITIES**

FOR YOUNG PEOPLE, FAMILY AND FRIENDS



The graphic features three stylized illustrations of people sitting at a table. From left to right: a man with a beard and long hair, a woman with long grey hair, and a man with dark curly hair. They are all looking thoughtful or stressed, with their hands near their faces. The background is a light grey table surface.

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## SECTOR SUPPORT

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How can Orygen help?

- What would be helpful for you?



**REVOLUTION  
IN MIND** *ory  
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THANK YOU

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