

# Best Practices in Recruiting & Hiring Young Adult Peer Mentors

Lunch & Learn Seminar Series for Employers  
of Young Adult Peer Mentors (Part 1 of 3)

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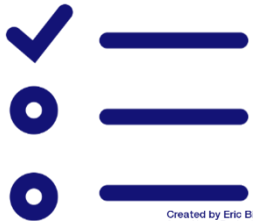
# Lunch & Learn Schedule



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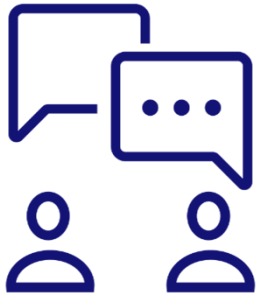
## 1. Best Practices in Recruiting & Hiring

- What is the YAPM role? Benefits of YAPMs?
- Identifying existing therapeutic mentors who would be great YAPMs
- Effective marketing & attracting qualified candidates
- What's OK (& NOT OK) to ask when screening



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## 2. Navigating On-Boarding & First Few Months of Work - 2/14/19



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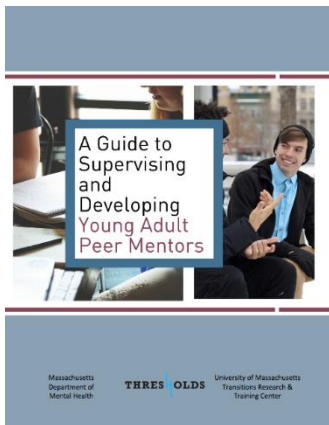
## 3. Supporting On-the-Job Wellness & Utilizing Reasonable Accommodations (Special Guest: Dr. Jon Delman) - 3/14/19

# Key Resources for Integrating & Supporting YAPMs



**CBH Website!**

<http://www.cbhknowledge.center/>

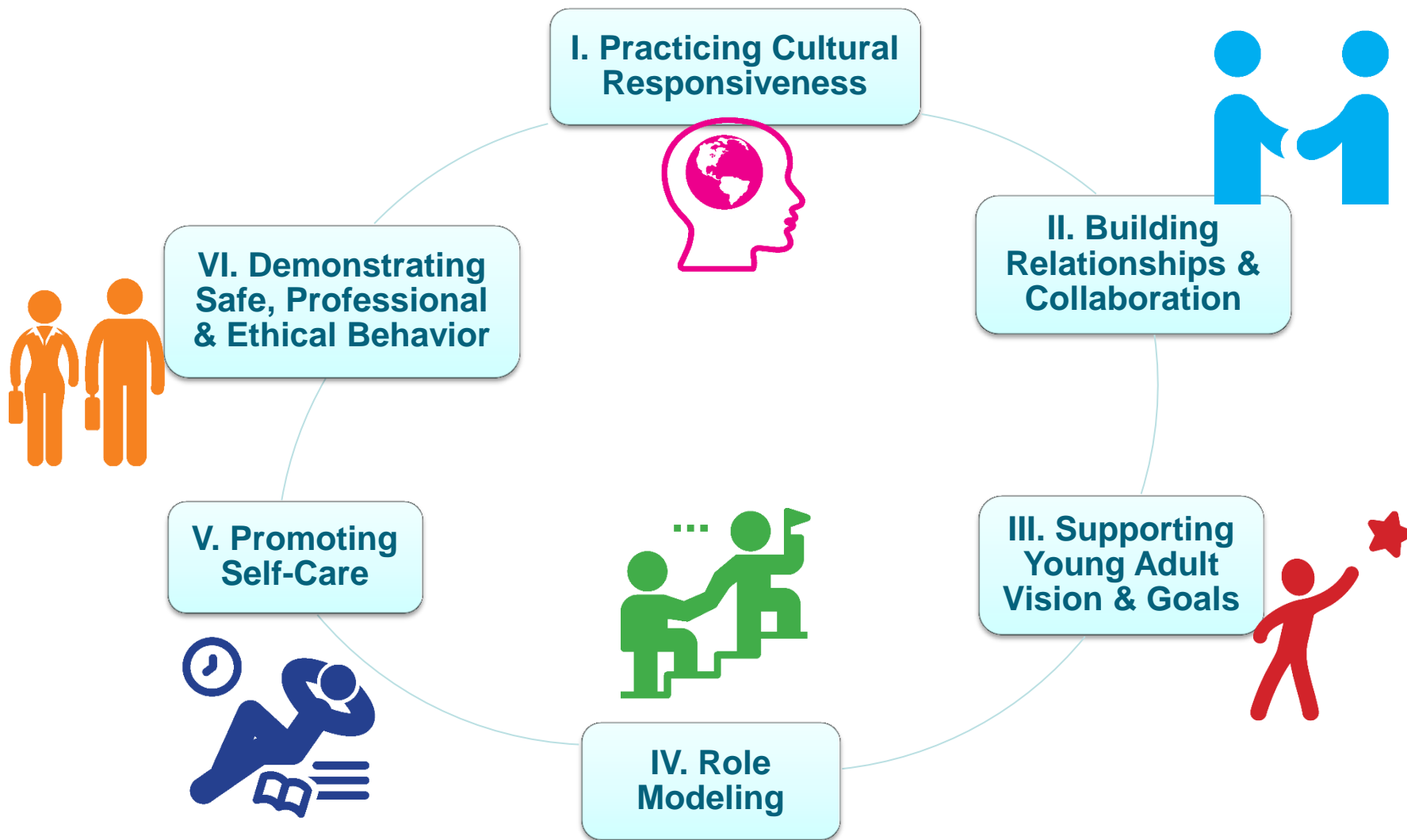


**YAPM Supervision Guide**



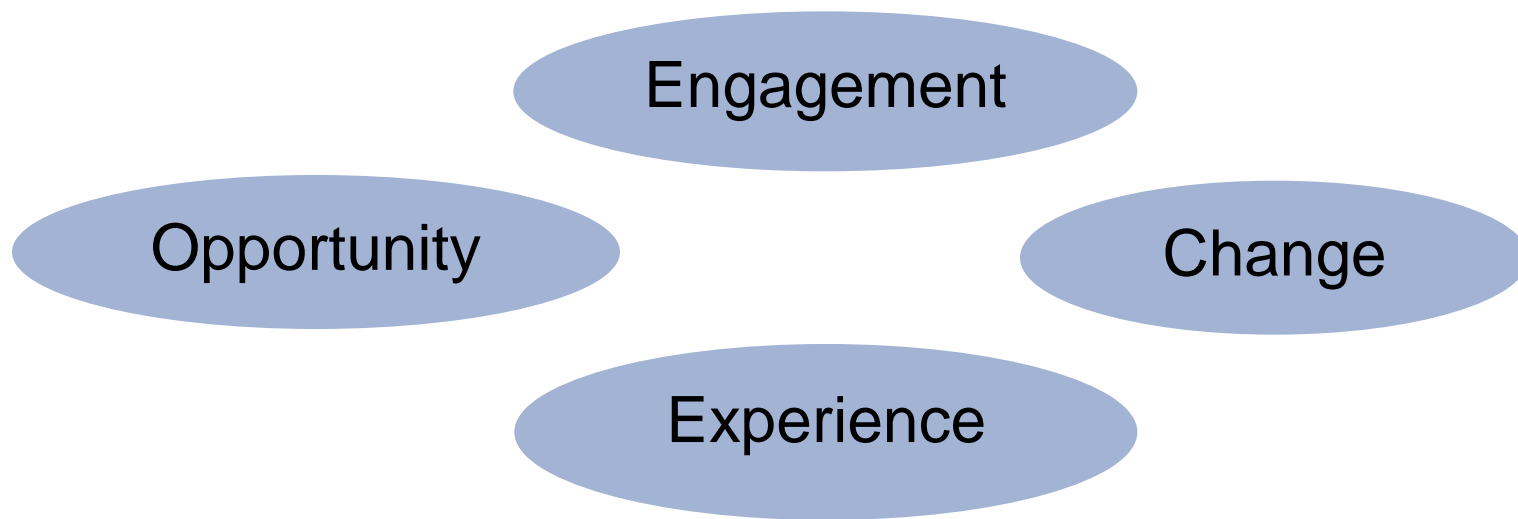
**Toolkit on Effective YA Peer Integration**

# What is the YAPM Role?



## What the benefits of YAPMs?

*“By sharing their experiences, peers bring **hope** to people in recovery and promote a **sense of belonging** within the community.” (SAMHSA)*



# YAPMs Fill the Gap

## Older Youth & Young Adults

- Struggling in multiple life domains
- Developing identity, not keen on integrating “mental illness”
- Feeling misunderstood, out of place & unheard
- Mutuality is core developmental experience for TAY



## Adult Provider Professional

- Well-intentioned
- Trained to treat mental health symptoms
- Feels like has been there, but really hasn't
- Sees self as expert
- Often afraid of tech & social media
- Just doesn't get TAY

# How to identify existing therapeutic mentors who would be great YAPMs!

## Consider those who:

- Have a story of mental health struggles in adolescence & young adulthood who already use this in their job to relate & strengthen working alliance
- Bring themselves to the job: as authentic as can be without being unprofessional
- Love working with older youth & young adults
- Patient, Flexible, & Creative
- Able & willing to communicate in a way that youth understand; willing to communicate more in general
- Go to, doesn't "wait for"
- Does not take youth actions personally; can focus on youth experience & not their or the youth's personal "failure"
- Desire to work with family & whoever youth identify as supportive

# Partner with Human Resources

Meet in person with your HR contact to review YAPM job description & strategize recruitment!



- Inquire how & where openings are posted; recommend expansion of this
- Provide brief example blurbs for marketing
- Review list of screening questions
- Clarify lived experiences of value, including youth mental health struggles & system experience
- Explain who you are really looking for, including avoiding any job exclusions related to insufficient education attainment, experience & criminal justice involvement

**Goal is to recruit & hire individuals who can relate to TAY & who TAY can relate to**



# Attract Qualified Candidates with a Marketing Strategy!

- You will not find these candidates on major recruitment websites that your agency uses.
  - Develop & post clear job descriptions
  - Develop & post brief (& briefer) descriptions
  - Post on social media sites/apps
  - All staff are recruiters! Meet with colleagues; follow-up with email they can forward on.
  - Partner with local groups & institutions – get out of the office!
    - Leverage all community connections, lean on leadership!
    - Find & connect with peer & advocacy groups
    - Find & connect with Supported Employment & Voc Training Programs
    - Certification programs, colleges, universities, & treatment providers!
- Have young people you work with review these!

# What's OK to Ask: Screening & Interviewing



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- What makes you an ideal mentor for youth and young adults with mental health challenges?
- This job requires sharing some personal experiences when it makes sense in your work, what do you think about this?
- What life experiences make you especially able to validate, motivate, inspire and support young people?
- What have you learned through your own use of services that you think might be useful as a peer mentor?
- Can you tell me about a time that you experienced conflict with a coworker? How did you handle it?
- How have you managed stress on the job?
- How will you maintain healthy relationships with clients?

## What's NOT OK to Ask

**Title 1 of ADA prohibits employers from asking disability-related questions; these are questions that directly elicit information about disability.**



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- What is your diagnosis? Do you have a disability?
- Do you receive SSI? Do you have a job coach?
- How do you think your mental health will get in the way of you being a successful peer mentor?
- What medications are you currently taking?
- How many days were you out sick last year?
- When were you last in the hospital? In treatment?
- Do you have a mental health provider? Who? What type of services?

# Questions?

## Thank you!

If you have questions, comments, or ideas, please email me at:

[Vanessa.Klodnick@thresholds.org](mailto:Vanessa.Klodnick@thresholds.org)

The following will be made available on the CBH website:

- 1) Screening & interview questions
- 2) Marketing strategy check-list
- 3) Sample marketing blurbs
- 4) Sample job descriptions

**Join me again on 2/14/19: Navigating On-Boarding & First Few Months of Work with YA Peer Mentors**