

IN CONVERSATION WITH...

THE ENRICHMENT CENTRE FOR MENTAL HEALTH



FEATURED PROGRAM

GIFT: Growing Independent Futures Tomorrow

Workforce development at a broader level assumes that individuals know how to work; however, barriered individuals who have not worked or have not worked since the pandemic need the wrap-around approach of community counselling, mentor-ship, hard and soft skill training with strong job placement and retention.

The structure of four weeks mimics most workplaces in hours worked; lunch and formal breaks; signing in and signing out for the workday; filling requests for time off; and finally, what is needed to get to work TO stay at work. Participants work within a self discipline framework that is anchored in structured resilience training everyday with mindfulness training and mental health counselling embedded within the program.

The intent is to provide the framework for managing mental health wellness in employment long term, and we are shaping this as a recovery model of care to that end. We did this by providing programming with hard and soft skills for employment; as well as daily resiliency labs, and embedded a dedicated mental health counsellor; a part time addiction counsellor on site and a Registered Psychotherapist part time at the agency to work with those dealing with trauma and CPTSD in real time appointments. All to address resilience development after the pandemic and who have been living with mental health issue that has prevented employment, housing, and wellness.

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About Us

Enrichment Centre for Mental Health is a community agency supporting mental health wellness by community counselling, wellness groups and programs; transitional housing for homelessness and employment programs within a mental health continuum. They are located in Belleville, ON

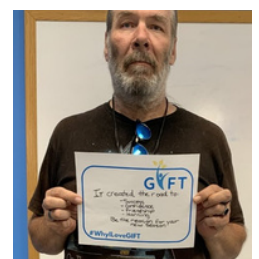
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GIFT is funded by the Skills Development Fund through the Ontario Ministry of Labour, Immigration, Training and Skills Development, and the Government of Canada.

We have informal partnerships with organizations and providers across Hastings and Prince Edward Counties for referrals, space and placement experience.

Successes

There were some unexpected successes - because we worked with several unhoused individuals, many living in their vehicles or directly in the homeless shelter we assisted with employment and this leading to safe housing. We also observed increased self confidence that led to participants applying for employment that matched their education and experience level - not entry level positions because of the fear of not being "enough" for the positions. Additionally the ability of participants to self advocate for their wellness needs in the workforce without fearing stigma was unexpected, but valued as a success.



Lessons Learned

The entire team is proud of the fact that they have demonstrated working well as individuals with lived experience leading by example how to ensure the self care and self awareness of their mental health to maintain employment. When a trainer can say "I get it" and the participant knows that they do, then it builds trust for stepping out of "comfort" to move to employment.