



U.S. DEPARTMENT OF LABOR

**ETA VISION 2030**

**WORKFORCE CONVENING**

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MAY 16-18, 2023

# Ohio's Coaching Case Management Model – Goal4 It!

- Science-Informed approach developed by [Mathematica](#)
- Motivational Interviewing Techniques
- Trauma-Informed (Changed Assessment)
- Process-oriented way of talking to and supporting youth that develops youth's self-regulation skills
- Focus on life/career goals, future and strengths, not the past and barriers
- Career coach empowers youth to develop and plan goals based on youth's motivations
- Goals can be as short as one day if youth in crisis



# Ohio's Assessment – Goal4 It!

Goal4 It!™ for CCMEP

## Stepping Stones to Success

MY NAME

DATE

 /  / 

MY SIGNATURE

PHONE

1 What is your overall stress level right now? (FILL IN A CIRCLE)

I am VERY stressed!

I am not stressed at all.

2 Where do you feel you currently are in these areas of life? (Fill in a circle in each Pathway row)

		AREA OF SIGNIFICANT NEED	AREA OF NEED	STABLE, BUT COULD IMPROVE	THRIVING	"Growing and doing well"
Housing	I do not have housing, or my housing is not safe.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	I have stable and safe housing.
Transportation	I have no transportation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	I have reliable transportation and a back up plan.
Personal Well-Being	My personal well-being or my mental health needs my attention.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	I am doing well, am mentally healthy, and am fully able to work.
Family Well-Being	Family challenges interfere with my progress, or I have no child care.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	My family is well and I have safe, reliable child care (as needed).
Social Support	I don't have good friends.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	I have good friends I can trust
Financial Health	I do not have enough money to cover my basic needs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	I have enough money to cover my basic needs and am able to save some money too.
Legal	My legal history or involvement with the court system is holding me back.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	I have no current legal issues.
Education/ Training	My education is off-track and I don't know how to get it back on track.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	My education is on track and I am gaining the skills I need.
Career Path	I don't know what my career path looks like, where to start, or have experience.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	I know what I want my career path to look like and I am making progress toward it.

# Ohio's Assessment – Goal4 It!

3 What do you hope to get out of this program?  
What is your hope for today's meeting?  
[Text input field]

4 Do we need to update any of your information? (Example: address, phone number, email, employment, etc.)  
[Text input field]

5 Prior work experience (includes military or volunteer experience)?  YES  NO  
If YES, please describe.  
[Text input field]

6 What is your current level of education?  
[Text input field]

7 Do you have transportation, child care, housing, clothing and other supports needed to enter your chosen career?  YES  NO  
If NO, what help do you need?  
[Text input field]

8 What interests you?  
[Text input field]

9 What skills or talent do you have?  
[Text input field]

10 What are your strengths?  
[Text input field]

11 What careers are you interested in?  
[Text input field]

Link to this Assessment:  
<https://jfs.ohio.gov/owd/CCMEP/docs/CCMEPSteppingStonestoSuccess-fillable.pdf>

# Goal4 It! Process

- Link to Ohio's Goal4 It! Resources:

- <https://jfs.ohio.gov/owd/CCMEP/goal4-it-resources.stm>

- Link to Mathematica's Goal4 It! Resources:

- <https://www.mathematica.org/solutions/goal4-it>

## The Steps of Goal4 It!™



### GOAL

- Aim for something you truly care about
- Consider something that is challenging but within your reach
- Be specific about your goal
- Imagine how your life might be different if you accomplished your goal



### PLAN

- Develop a detailed plan and commit to a specific time for getting started
- Break your plan down into small steps with a short time horizon
- Identify a pothole - something within your control that is most likely to get in the way of accomplishing your plan
- Identify a detour - something you could do to overcome or work through your pothole
- Combine your pothole and detour in the form of an "If [pothole], then [detour]" statement



### DO

- Share your goal and plan with someone you trust and ask them to check in with you and hold you accountable
- Use reminders or supports (such as an app on your phone) to help you get started, manage your time, stay organized, or stick with it



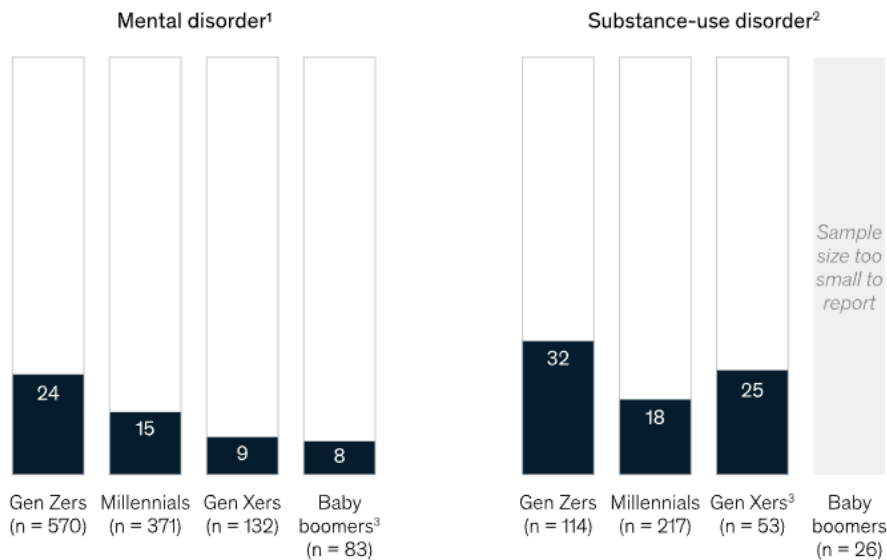
### REVIEW +REVISE

- Review your progress in response to these questions: What did you learn? What worked well? Where are you stuck? What got in your way? What could you do differently?
- Revise your goal, your plan, and/or your pothole-detour combination based on what you've learned
- Remember that, regardless of whether or not you achieved your goal, this process is an opportunity for personal growth and learn-

# Gen Z Less Likely to Seek Behavioral Health Treatment Despite Having a Diagnosis\*

Gen Z respondents with a self-reported behavioral-health diagnosis were less likely than those from older generations to report seeking treatment.

Share of respondents reporting they did not seek treatment for behavioral-health diagnosis, %



Note: Gen Z, 16–24 years old; millennial, 25–40 years old; Gen X, 41–56 years old; baby boomer, 57–76 years old.  
<sup>1</sup>Eg, attention-deficit-hyperactivity-disorder, anxiety, autism spectrum disorder, bipolar disorder, depression, eating disorder, obsessive-compulsive disorder, post-traumatic stress disorder, schizophrenia, other compulsive disorders.  
<sup>2</sup>Only respondents aged ≥21 were surveyed.  
<sup>3</sup>Small sample size, results directional.  
Source: 2020 Healthcare Consumer Behavioral Health Survey, Nov 30–Dec 18

- **Youth need mental health support**
- **How can we help?**
  - Hire behavioral health care staff
  - Partner with local providers of behavioral health care to refer youth for services
  - Encourage youth to consider care if they have a diagnosis
  - Prepare staff to identify youth who may need help
  - Prepare staff to work with youth who have mental health needs in supportive nonjudgmental approach
- **Link to McKinsey Study on Gen Z challenges:**  
<https://www.mckinsey.com/industries/healthcare/our-insights/addressing-the-unprecedented-behavioral-health-challenges-facing-generation-z>

# National Mental Health First Aid Training Resource



As adults, we sometimes forget how hard it was being an adolescent. When we see a kid who is just miserable at school, we might think they choose to be that way — or that it's just part of adolescence. But in fact, they might be in a mental health crisis, one they certainly did not choose and do not want. When a teacher says, "How can I be helpful?" that is a powerful question."

— Alyssa Fruchtenicht, school-based mental health counselor

## WHY YOUTH MENTAL HEALTH FIRST AID?

Youth Mental Health First Aid teaches you how to identify, understand and respond to signs of mental illness and substance use disorders in youth. This 6-hour training gives adults who work with youth the skills they need to reach out and provide initial support to children and adolescents (ages 6-18) who may be developing a mental health or substance use problem and help connect them to the appropriate care.

**64.1%**

of youth with major depression **do not receive any mental health treatment.**

— Mental Health America

**5.13%**

of youth report having a **substance use or alcohol problem.**

— Mental Health America

**1 IN 5**

teens and young adults **live with a mental health condition.**

— National Alliance for Mental Illness

## THREE LEARNING OPTIONS

- **VIRTUAL.** First Aiders will complete a 2-hour, self-paced online course, and then participate in a 4.5 to 5.5-hour, Instructor-led video conference.
- **BLENDED LEARNING.** After completing a 2-hour, self-paced online course, First Aiders will participate in a 4.5-hour, in-person, Instructor-led class.
- **IN-PERSON.** First Aiders will receive their training as an 8-hour, Instructor-led, in-person course.

## WHAT IT COVERS

- Common signs and symptoms of mental illness in this age group, including
  - Anxiety
  - Depression
  - Eating disorders
  - Attention deficit hyperactive disorder (ADHD)
- Common signs and symptoms of substance use
- How to interact with a child or adolescent in crisis
- How to connect the person with help
- **New:** Expanded content on trauma, addiction and self-care and the impact of social media and bullying

## WHO SHOULD TAKE IT

- TEACHERS
- SCHOOL STAFF
- COACHES
- CAMP COUNSELORS
- YOUTH GROUP LEADERS
- PARENTS
- PEOPLE WHO WORK WITH YOUTH

The course will teach you how to apply the **ALGEE** action plan:

- **A**ssess for risk of suicide or harm.
- **L**isten nonjudgmentally.
- **G**ive reassurance and information.
- **E**ncourage appropriate professional help.
- **E**ncourage self-help and other support strategies.

To find a course or contact an Instructor in your area, visit [MentalHealthFirstAid.org](https://www.MentalHealthFirstAid.org) or email [Info@MentalHealthFirstAid.org](mailto:Info@MentalHealthFirstAid.org).

Link to this National website: <https://www.mentalhealthfirstaid.org/>

# Ohio's Annual DEI Training Series for Career Coaches

- Sessions include:
  - Neurodiversity and Trauma Informed Approach (ACEs)
  - Cultural Competency
  - Gender Expression and related mental health challenges
    - Over 20% of Gen Z identify as LGTBQIA+ ([Gallup, 2/17/22](#))
    - Over 40% of LGBTQ youth seriously considered suicide last year ([Trevor Project, 2023](#))
  - Working with Youth who have Disabilities
  - DEI, Implicit Bias and Microaggressions
    - 54% of workers believe mental health is a DEI issue ([Mindshare Partners, 2019](#))
  - Generational Diversity



# Ohio Contact Info:

- Gerrie Cotter, CCMEP Project Manager at the Ohio Department of Job and Family Services
  - [Gerrie.Cotter@jfs.ohio.gov](mailto:Gerrie.Cotter@jfs.ohio.gov)
- What's CCMEP?
  - Comprehensive Case Management and Employment Program
  - Ohio's WIOA Youth program that integrates Temporary Assistance for Needy Families (TANF) funding