

Social mentoring

Information review: October 2015

DENMARK

People suffering from temporary mental illness are an increasing concern for the public employment service. There is a significant economic argument for supporting this group to enter or re-enter the labour market and shorten the time they spend receiving cash benefits or sickness benefits. However, there is limited evidence-based knowledge about interventions targeting people suffering from temporary mental illness. This practice delivers individual mentoring services on how to enter, or re-enter, the labour market or how to start in an educational programme.

Name of the PES

Arbejdsmarkedsstyrelsen
The Danish National Labour Market Authority

When was the practice implemented?

2007 – on-going

Which organisation was involved in its implementation?

N/A

Which social groups were targeted by the practice?

- ▶ Disabled people;
- ▶ People suffering from temporary mental illness who are either:
 - unemployed (short- and long-term);
 - employed, but on temporary sick leave;
- ▶ long-term unemployed people;
- ▶ employed (threatened by redundancy);
- ▶ people with psychological or mental disability or illness.

What were the practice's main objectives?

The aim of this practice is to enable people suffering from physical disability or illness, or temporary mental illness, to enter or re-enter the labour market by improving their motivation and goal setting through a mentoring programme.

The practice focuses on individual needs and opportunities. The needs and opportunities are linked to the available resources in the local community (i.e. in the job centre; the municipal system in general; the education system; trade and industry, health and rehabilitation system).

Through a three-year pilot project, three municipalities have shown that mentoring is a very effective labour market measure for people suffering from temporary mental illness.

What activities were carried out?

People suffering from temporary mental illnesses receive individual mentoring on how to enter, or re-enter the labour market, or how to start in an educational programme.

The mentoring is based on the following principles:

- ▶ the mentoring is a voluntary offer to the clients;
- ▶ the client's needs and preferences determine the mentoring process; the client decides the length and intensity of the mentoring process.

However, it is important to combine the mentoring with other active labour market measures such as subsidised employment or education.

What resources and other relevant organisational aspects were involved?

The three Danish municipalities (Odense, Herlev and Viborg) volunteered to be part of the 'Mentor' initiative launched by the Danish National Labour Market Authority.

The local jobcentres in the three municipalities managed the project in cooperation with the National Organisation of Danish (Ex-) Users of Psychiatry (LAP).

Source(s) of funding

National budget (tax revenue)
Local/municipal budget (tax revenue)

What were the outputs of the practice: people reached and products?	<p>People reached: In the pilot project 208 people suffering from temporary mental illness participated, of which 142 people completed a sequence of mentoring meetings.</p> <p>Products: A leaflet prepared by the Danish National Labour Market Authorities describes the successful pilot project and recommends it for permanent implementation.</p>
What outcomes have been identified?	<ul style="list-style-type: none"> ▶ 23 people were employed in ordinary jobs after the mentoring programme ended; ▶ 4 people were employed in a flexible job (subsidised); ▶ 24 people attended an ordinary educational programme; ▶ 20 people maintained their jobs.
What are the lessons learnt and success factors?	<p>The evaluation of the practice found that the measure was successful in keeping people suffering from temporary mental illness in the labour market, or creating a pathway to the labour market. Social mentoring was delivered to 208 people. In 66 cases, mentoring was still on-going when the evaluation was completed.</p>
More information on the practice	<p>http://ec.europa.eu/employment_social/empl_portal/weesp/DK-4.pdf</p>



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