

FEANTSA 2023

Housing First but what next? How about work?

Research on the Uuras Employment Program

Life Situation Map

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Topics

An overview of the context & the research
Uuras Employment Program

Life Situation Map & character strength cards

Participants and their thoughts on work

Using the method

Ethical considerations

**Finland's largest
national non-
profit landlord**

**Specialist
in homelessness
work**

**Economic
and social
well-being of
our tenants**

**Housing for
special groups
7 500**

Home for all

**Multidisciplinary
research team**

**Affordable
rental housing
11 100**

**Uuras
Employment
Program**

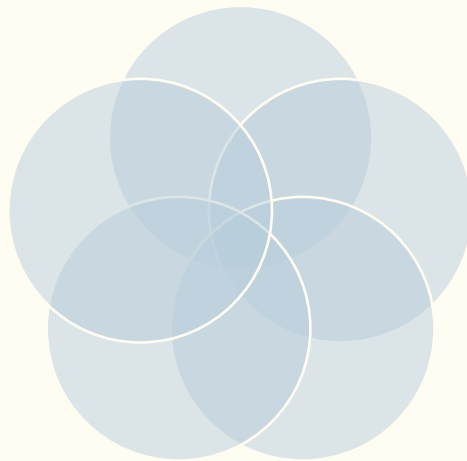
Y-Säätiö

Housing First in Finland

Housing as a
**basic human
and social
right**

Normality

Adequate
support if
needed and
wanted



Own
independent
rental
apartment
either in
scattered
housing or in
a supported
housing unit

Finding a
common
political will



Uuras Employment Program

- Established in 2018, after several pilots since 2013
- Uuras is a small team of 4 people funded by Y-Foundation
- Uuras operates in large cities in Finland, mainly in Helsinki metropolitan area
- Uuras provides low threshold gig work and employment coordination services for all Y-Foundation's tenants (Y-homes and M2-homes) free of charge



Uuras combines work and housing

- Gig work is managed via Treamer app
- Each gig includes a work contract and proper salary (paid next week from the gig)
- Employment coordination helps to get work from e.g. partner companies in labour shortage fields
- A guaranteed interview in open positions in partner companies
- Clients come via an e-form, events, or housing advice



Motivation for the study

- Having a home does not automatically make life more meaningful or increase the sense of belongingness
- In addition to providing income, work provides meaning, ties us to a community, creates structure for the day, affects one's self-esteem and identity

*Housing helps to maintain
employment*


—

*Employment helps to maintain
housing*


Outline of the research

”Work for tenants. Exploring the effectiveness of Uuras Employment Program”

- Qualitative, narrative, longitudinal study: 2023-2026
- Target group: unemployed 18-55 –year old clients of Uuras
 - 8-12 participants. Followed until they have been employed for one year.
- Data collection: interviews (mapping tool), text messages, phone calls + statistical data
- Participants suggested by Uuras team and recruited by the researcher
- Interviews conducted in a private room in public library
- The aim is to find out the impact of Uuras on its clients’ employment and wellbeing
- Approach: voluntary talk, building trust, pace co-defined. No goals or reporting duties
- The research produces in-depth knowledge of participants’ work paths and factors that facilitate or complicate employment and dwelling



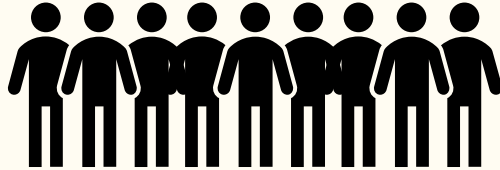
How are you?



Walking beside you.

What impact does Uuras have on its clients' employment, wellbeing, and housing in the short and long term?

Data



Qualitative data of res. participants

- Audio recorded interviews
- Photos of the life situation maps
- Text messages & memos of phone calls

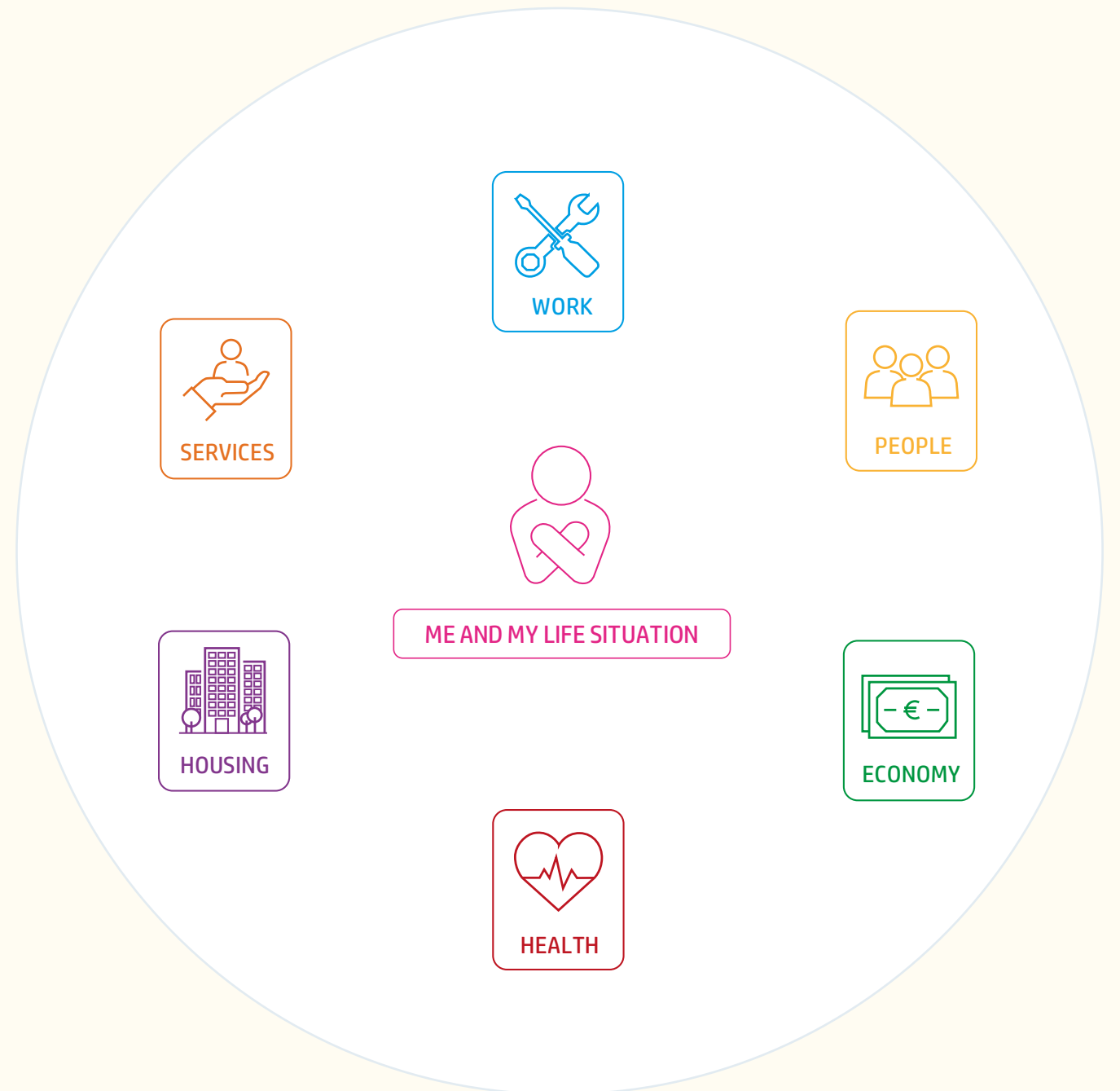


Statistics of all clients of Uuras

- Date of becoming a client of Uuras
- Birth year
- Employment situation
- Contact days with Uuras
- Gig work dates & type of gig
- (Employer)

Life situation map

- A tangible "map" to facilitate the interview
- Person and their life situation in the center and selected life areas around the center
- Life areas selected based on literature review & interviewing Uuras
- Free discussion about the themes in the order & depth the interviewee prefer



Life situation map - tools

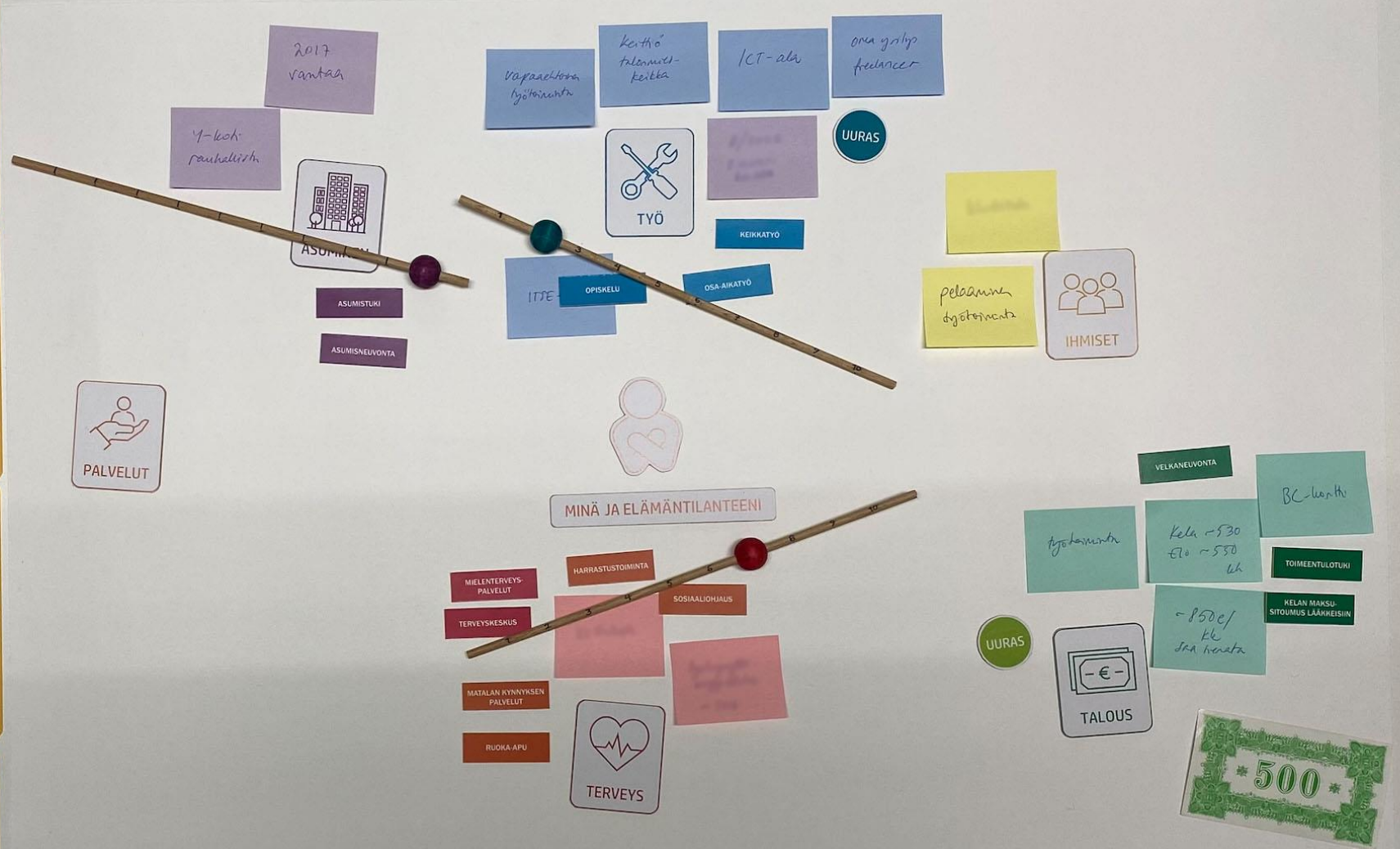
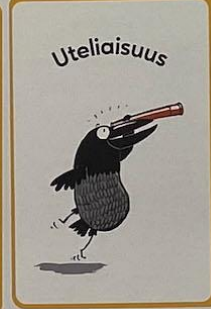
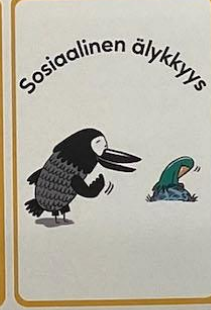
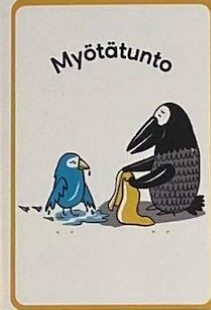
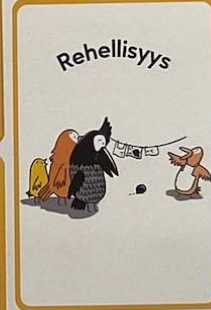
- Most commonly used services and benefits related to the different life areas
- The measurement sticks (scale 1-10) help to evaluate the overall satisfaction to the selected life area
- Sticky notes & pen to write notes about the main points made by the interviewee
- Play money to evaluate the amount of money left per month after fixed expenses



Character strengths













- The interview ends with a discussion about strengths to give an encouragement and direct the thoughts towards good in the end of the meeting
- If the interviewee cannot name any, the interviewer can suggest strengths based on the discussion
- The cards are based on VIA character strengths and positive psychology

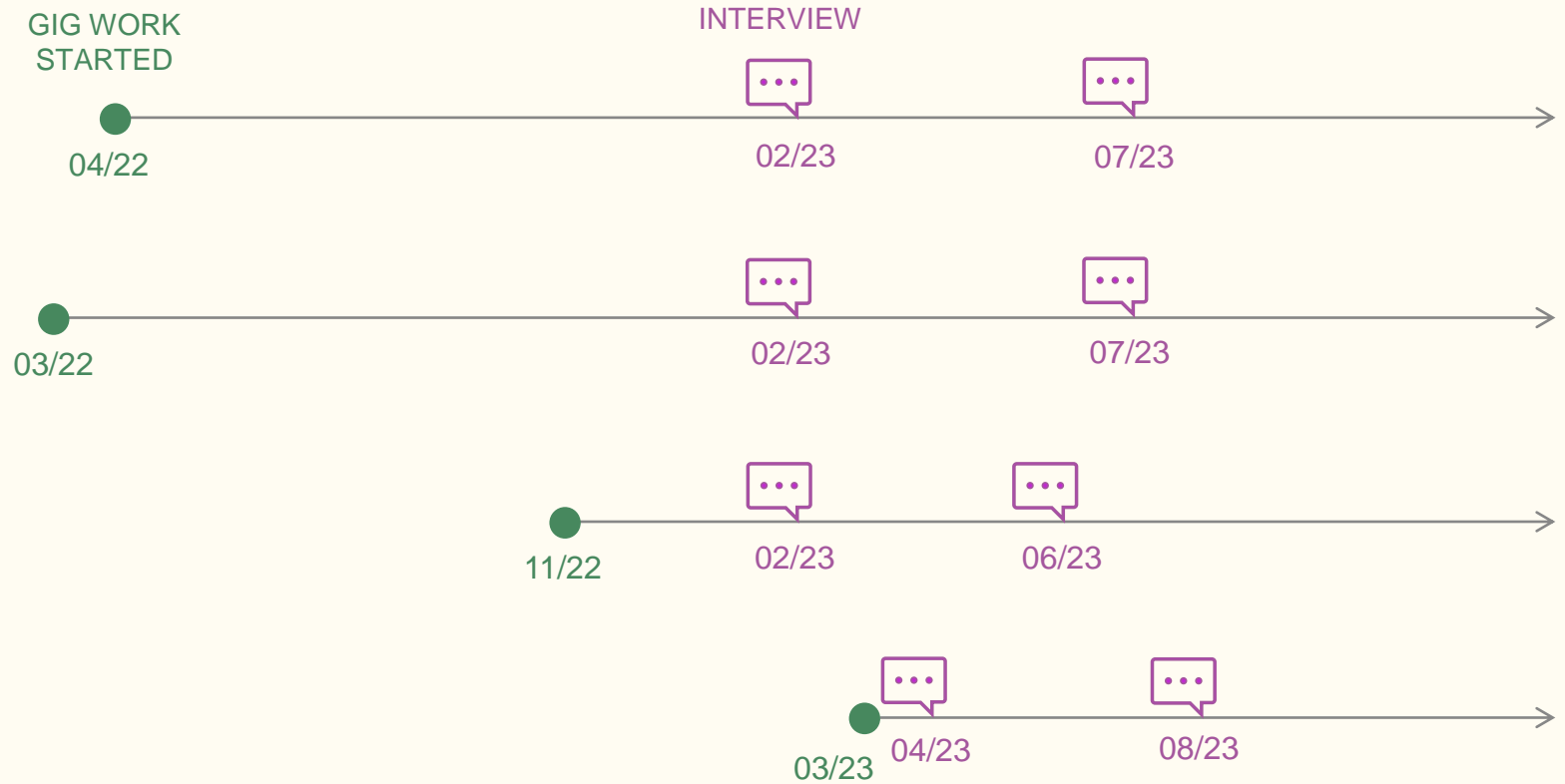


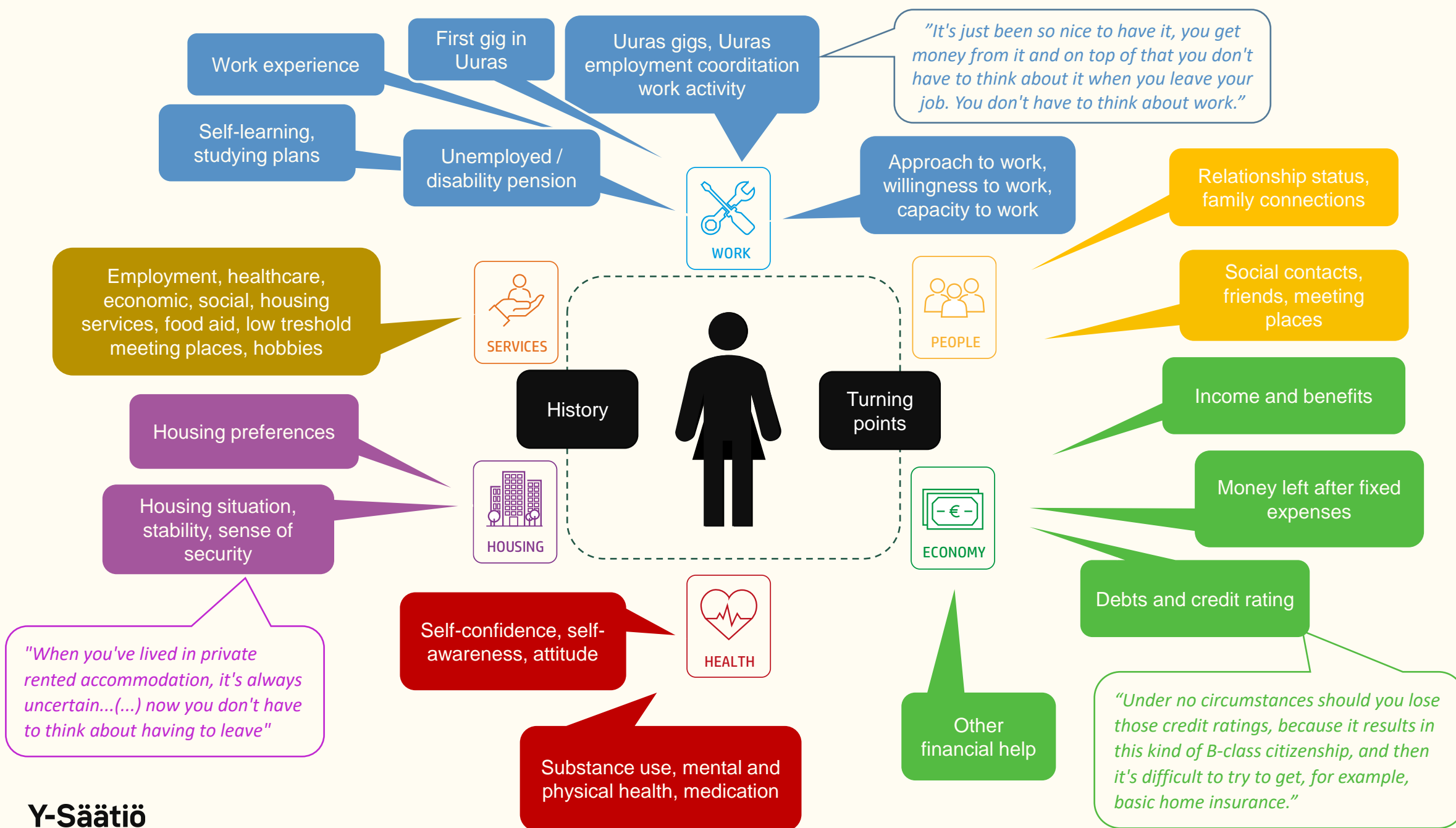


Participants



 UUR01	45+ 	 Y
 UUR02	45+ 	 Y
 UUR03	40+ 	 Y
 UUR04	30+ 	 M2





Thoughts on Uuras gigs and work / 1st interview

"I think it's very important that there is that kind of open (atmosphere)... so that you can really come as you are. That is, as an authentic self, and you don't need to pretend."

"Many employers could think... if they would know (your) history and so... maybe look (at you) like what kind of person is this."

"I think that it is extremely good substance abuse service the one that prevents exclusion, that is the work activity."

"If I don't have anything to do, I will employ myself."

"Working on gigs is the best thing at the moment, when you can sort of tailor your own week to how you can manage it."

"I missed so... after ten years of being unemployed, having at least something to do, so of course it gave me a good feeling"

"I don't fit to customer service... I'm a bit introvert"

Economic reasons are the main ones, you get the salary also pretty fast. (...) You don't have to stress that you run out of money and cannot afford to buy food."

Using the life situation map

- Co-construction
- Supports free storytelling that allows to jump between different areas
- Provides rich data
- May help the interviewee clarify their life situation and see connections between different life areas
- A material facilitator in the situation that can make the interviewing situation less anxious
- Results to a series of "maps" in a longitudinal study

"This gives quite a lot to me as well. I can see for myself, where I've got to."

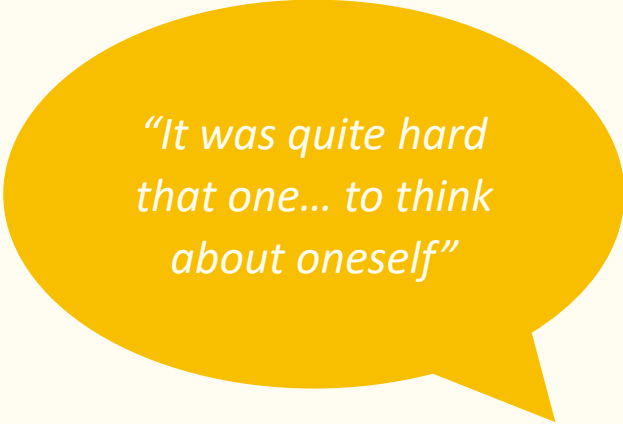
"All these things have to be mirrored via yourself. The most difficult thing here is that you have to look at everything with a sober head."

"Nothing immediately came to mind about this"

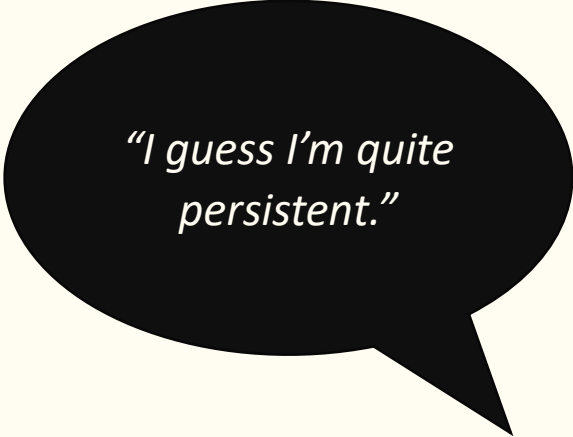
"This is very psychological, and it's actually quite well done (...) This is actually a bit more specific than what psychiatrists have had."

Using the character strength cards


- Focus on strengths in the end of the interview
- If the participant finds it hard to select any strengths, those can be proposed based on the narration
- May feel encouraging but also difficult for the participant



"It was quite hard that one... to think about oneself"



"I guess I'm quite persistent."



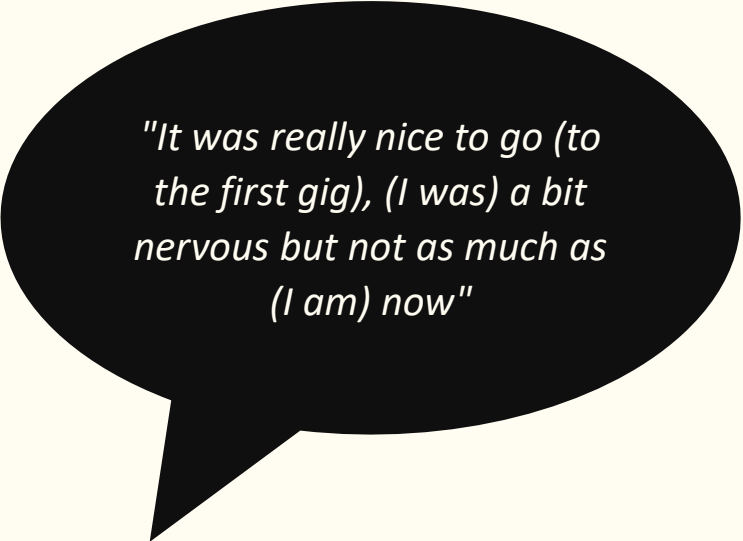
"This is actually damn good"

Ethical considerations


- Method can bring structure and clarity, but also feel as therapeutic
 - Participants may start to process things, and reflection may evoke feelings and bring new insights
- Role of the researcher as a co-constructor of the data
 - Piloting and self-experiencing the method first is important
 - Empathy, being emotionally present, having positive approach, but not acting as a therapist nor a support worker
 - The story is owned and meanings given only by the participant

Ethical narrative research

- Loyalty to the participant's voice, anonymization, presenting the participants in a truthful manner, but also in a way that does not cause harm to them
- Interviews are interventions that affect the results



"It was really nice to go (to the first gig), (I was) a bit nervous but not as much as (I am) now"



"It's good that they are raised up, so that you don't just roll them around alone in your head."

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