

**EMPLOYMENT AS MECHANISM OF RE-INTEGRATION OF CLUBHOUSE
MEMBERS INTO THE COMMUNITY
Case Study Helsinki Clubhouse**

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Thesis, Spring 2017

Diaconia University of Applied Sciences

Degree Programme in Social Services

Bachelor of Social Services (UAPS)

ABSTRACT.

Mburu Samuel Mbugua and Oyere Germaine Ojong. Employment as a mechanism of re-integration of Helsinki clubhouse members into the community. 49 Pages 2 appendices. Language English. Spring 2017. Diaconia University of Applied Sciences. Degree programme in social services: Bachelors of social services

The main aim of our study is to assess the importance of employment on building clubhouse member self-identity .The research investigates how is the effect of employment program of the clubhouse model in finding employment to its members. Also, how the process is helping them to reintegrate into the community. The study also gives suggestion to improve the clubhouse model.

The study was a qualitative research with open ended interview questions. The target group were Helsinki clubhouse members that has benefited from the clubhouse model for the past two years. The primary data was collected through semi structured interviews. These interviews were recorded and later transcribed. The unstructured data were interpreted based on thematic analysis.

Our study reveals that employment programme in the clubhouse model has been viewed by members as a positive factor in their recovery process. A total number of 71% of our participant indicated greater opportunities of getting occupation, meeting new opportunities and improved social life.

We also noticed that 100% of respondents mentioned that through this integration process, their self-confidence and personal development has improved. This has in a way given them a sense of self identity because they felt a sense of belonging in to the community, they can fully participate and interact with others members of the community or society freely.

Key words: Clubhouse, mental health, re-integration, employment, community and self-identity.

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1 INTRODUCTION

This piece of work seeks to create awareness on the importance of employment for re-integration of Helsinki clubhouse members into the community. The idea for the thesis all started when one of us was doing placement with silver lining creation. During the practice the director asked to complete a little task as final product for the organisation. So the researcher decided to use clubhouse as a case study for the little research. In the course of the interview with one of the member researcher became curious to work with clubhouse members to get member perspective regarding the Transitional employment model. Later in the course of the studies in DIAK, both authors realised that we had almost similar research objective. We decided to do this research together because both of us had an interest about the place since when we had had a class visit to the clubhouse during one of the courses.

1.1 History of Clubhouse organisation

In the past years, many people around the world with mental illness faced various challenges as they struggled to build up their interrupted lives. Some of these individuals have been marginalized and at times being denied the opportunities to enjoy or participate as full members of the society. In recent years, introduction of improved psychiatric treatment options and rapidly developing community mental health systems has helped to alternates the situation. This has help people who has experience mental health difficulties in the past to be able to now work and participate full time in the society.

Protection of human rights is mostly the key issue in the delivery of care to people with from mental health conditions. Advance initiatives have been created to help further mental health care in many countries. These include improvements of the living conditions in psychiatric hospitals, the development of community services, the integration of mental health care within primary care, the development of psychosocial care (housing, vocational training), the protection of the human rights of people with mental disorders and the increasing participation of users and families in the improvement of policies and services.

1.2 Emergence of Helsinki Clubhouse Model

According to Masso & al. (2000), the Fountain House, or Clubhouse model was introduced in the 1950's by John Beard. Lamb, 1994 cited by Masso & al. (2000) further added that the model came into light when people who had psychosocial disability were release from institution to the community. Clubhouse model during that time was perceived as a psychosocial rehabilitation and designed to create a therapeutic environment. This was a way to help integrate people with psychosocial disability back into the community. The core value of this model is centre on three principles such as believing in every member competence, support for pleasant accommodation, companionship and also opportunity to gain employment which is a driving force for reintegrating in the life of every human (Masso & al. 2000). It is equally believe that, work, and work-mediated relationships, are vital for the foundation for members growth and individual achievement. It is also believed that social and recreational opportunities are equally important in a person's path to recovery (Iccd,2016). Thus, the model belief that for a person to fully recover, him or her must fully involve in vital cultural sensitive community (Cassteven, 2013).

Helsinki clubhouse was established 1992 and has 13 staff members. The organization gets its funding from Slot Machine Association and Helsinki city. Membership to clubhouse is open to inhabitants of Helsinki region who have or has had mental health difficulties in the past. Helsinki clubhouse is a community of members and paid staff who altogether helps to support its members returning into employment, education and into the society. Members of the clubhouse are usually recommended by psychiatry, family, and friends. This is because fully recovery needs community support. All Clubhouse meetings are open to both members and staff. Helsinki clubhouse has three working unit that is, Administration, employment and education. Helsinki clubhouse is an organization aiming to support people with past mental difficulties. The organization is involved in Community Support by helping its members to use services of the society, such as supportive Education Programs which helps to empower its members. Some of these educational programs include hygiene skills, First Aids, Photoshop and language programs (East Helsinki clubhouse, 2017).

Transitional employment program (TEP) in clubhouse model is a programme designed purposely to assist its members to gain short term job placement positions. Clubhouse collaborates with other organizations or local business to secure place for its members. The main objective is to grant opportunity to member to gain more confident towards paid employment. Whilst the “supported employment program”, which offers help to clubhouse members to acquire and maintain work in the job market (East Helsinki clubhouse, 2017).

2 BACKGROUND INFORMATION

Since we did our research at clubhouse in Helsinki Finland we shall in this chapter look widely and more deeply the health system in Finland and especially registrations concerning the mental illness. In order to open our reader to global view and to encourage worldwide readers we shall also review global organisations like WHO and their take on mental health.

2.1 Mental Health

According to world health organization WHO (2016), mental health is defined as a state of well-being in which every individual realizes his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his community. The positive dimension of mental health is stressed in WHO's definition of health as contained in its constitution: "Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity."

In addition to physical mental, social and behavioural health problems many interact to amplify each other's effects on behavioural and well-being making it more difficult to cope with such demanding life situations as unemployment, lack of income poor skills and education, stressful working life conditions, discrimination and human rights violations. Mental health then is affected by individual's factors and experiences, by societal structures and resources, and by cultural values. It is influenced by experiences in everyday life, in families, in the streets as well as at work. The overall picture is made more complicated and progress is slowed down by the isolation of mental health issues from other life events (KELA, 2005).

Good mental health is related to mental and psychological well-being. WHO's work to improve the mental health of individuals and society at large included the promotion of mental well-being, the prevention of mental disorders, the protection of human right and the care of people affected by mental disorder (WHO, 2017).

Mental health problems do not just affect the individual. They impact the entire community. They can impose a heavy burden in terms of social exclusion,

stigmatization and economical cost for the people with mental difficulties and their families (KELA, 2005).

2.2 Mental health in Finland

Mental health problems are equally common in Finland as in other western countries (Koskinen, 2014). There has been a clear increase in the occurrence of depression and anxiety. At any time, between 4% and 9% of the population of 5.2 million suffer from major depressive disorders. Some 10–20% of the population experience depression during their lifetime. Bipolar depressive disorders affect 1–2% and schizophrenia 0.5–1.5% of the population. The prevalence of alcoholism is 4–8% (Lahtinen, 2006).

A Finnish national institute for health and welfare (THL) 2015, states that positive mental health is a resource that aids individuals in achieving and maintaining a sense of leading a meaningful life, in establishing and maintaining social relationships, and in being an active and productive member of their society. Mental health is the foundation for a person's well-being, health and functional capacity (THL).

2.2.1 Mental health services in Finland

Mental health services refer to services that aim to prevent, alleviate and treat mental health problems and their consequences. Promoting mental health may also be considered a mental health service. Such services include providing guidance, advice, needs-based psychosocial support, psychosocial support in crisis situations, and the study, treatment and rehabilitation of mental health problems. In Finland, the Ministry of Social Affairs and Health is responsible for the legislation concerning mental health services, the regulations for admission to treatment and other official governance (THL, 2017).

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Statistics show that the greatest volume of mental health services is provided by health centres and specialist medical care facilities. Social services and parishes also undertake certain activities that may be considered mental health services. Furthermore, a wide range of mental health services is provided by NGOs, i.e. the third sector. Private-sector services are of significant importance particularly in the area of psychotherapy (THL, 2017). In addition to local authorities, numerous non-governmental organizations play a central role in providing mental health services and rehabilitation. The largest include: the Finnish Association for Mental Health, the Finnish Central Association for Mental Health, the VATES Foundation (which promotes the employment of people with disabilities) and the Rehabilitation Foundation (Lahtinen, 2006).

The main state authorities and related agencies dealing with mental health are: the Ministry of Social Affairs and Health, the National Research and Development Centre for Welfare and Health (STAKES), the Finnish Institute for Occupational Health and the Ministry of Labour (Lahtinen, 2006). Municipalities are responsible for organizing outpatient mental healthcare and rehabilitation through the primary healthcare system provided at health centres and through social services. Specialized mental healthcare comprises in-patient services arranged through hospital districts, as well as out-patient services provided by hospital districts and health centres.

2.2.2 Rehabilitation services in Finland

Various authorities are involved in the provision of rehabilitation. Social welfare and health services, the education sector and labour administration all have their own responsibilities in the field of rehabilitation. Social insurance institutions are also major providers of rehabilitation services (Koskinen, 2014).

The main focus in the development of rehabilitation over the next few years will probably be upon improving multi-professional cooperation within the field. Among the new forms of rehabilitation, key elements are the support mechanisms that extend through to working life (e.g. supported employment) and the patient's own commitment to rehabilitation. The diversity of the service and funding systems for

rehabilitation underlines the importance of case management. A rehabilitative approach must be adopted as the leading principle in all social welfare and health services (Koskinen, 2014).

3 THEORITICAL FRAMEWORK, KEY CONCEPTS AND PREVIOUS LITERATURE

In this chapter we are going to discuss the theory, the main concepts and review of previous literature related to our study.

Theory could be defined as set of assumptions, facts use to provide explanation or facts of why something happen or the effect in relationships among group being studied. We are going to link our study to the attachment theory. The theory is used to support the fact that, community integration of clubhouse members which is done through employment programme is equally important for an adult development and recovery process. Attachment theory is a psychological model that was introduced to describe the dynamic of human relationships. The theory was first introduced in by Bowlby 1988 to observed infants and caregivers, attachment relationships and attachment styles and its relevance across the lifespan. In recent years this theory extended to Adulthood. According to this theory, attachment relationships will remain relevant throughout a person adulthood and will always enable an individual to grow and develop (Ainsworth 1978; Bowlby 1982 cited by Berry&Drake, 2010). Attachment theory considers human as social animals who need relationships for survival, and whose first relationships with parental figures have unique characteristics (Adshead, 1998). Relationship here could be seen as the connection between people in the community. Furthermore, it is equally important to explain some key concept so as to under our theory.

3.1 The Concept of Community

Community is defined as a social group that its members live in a specific locality, share government and are said to have conjoint cultural and historical heritage. For an individual to fully have that sense of belonging in community, McMillan and (Chavis 1986, cited by Grech & Azzopardi 2012) stated that, they must have feeling of belonging shared by the people, togetherness and common needs. According to their theory, community is defined it terms of its geographical spaces for instance neighbourhoods but also other distinct functional entities example workplace, religious group, schools, and communities of interest. According to (Grech& Azzopardi 2012) to feel the sense of belonging there are elements such as integration, influence and share of emotion connection that are attached to it. They

further justify the dynamic between these elements in a way that members belong, they influence each other, feel contented through participation, sharing and identify emotional connections in the community.

3.2 The concept of Integration

The term integration existed since 1980 and has been framework for various policies and practices toward immigrant and minorities often used by various actor's agencies in every sector of the society (Favell, 2014). According to European commission, integration is a two way process which involved the immigrant and local community. Based on our study, it is act or process of integrating an individual as equal into community. The specific elements of integration according to European council are the fundamental value in democratic society, rights for an individual to maintain his/her cultural identity and involve or participate fully in every aspect of life. Integration is said to be inter-linked with social policy, social inclusion and equality (Favell, 2014).

3.3 The Concept of Identity/ Self-identity

According to Fergusson, (2009 p.10) identity could be defined as that which marks something just what is it and self-identity is the collection of beliefs of oneself. The concept of self is linked with identity because self is seen as what actually makes us who we are. Fergusson (2009 p.20), further mentioned that self is relation and not simple unity. This is because, Self-relation ascends constant possibilities of becoming conscious of world as ongoing, past and future experiences (Fergusson,2009 p.20).He further explained that, for us to experience the world is not just to be mindful of world in all its richness and complexity but also for us to feel and experience the ongoing. He equally added that our modern self-reverses our practices into consciousness such as the flow our thoughts, hopes, feelings and perception which is identified as one's experience, life and world (Fergusson, 2009 p.20).Self is often seen and identified with soul, person subject, individual and role. From this concept self is linked with soul in terms of its tendency to rise, develop and attain certain level in life so as to become authentic. Self and person is equally unified or linked in the concept of moral and integrity. Fergusson (2009, p.23) added

that, a person is perceived as soul that react to ethical demands and is equally interactive and inter-subjective. It is also important to know that, for an individual to fully become a person, he/she is requires to accepts others equally as person because we can gain fully autonomy as person through appropriate social relations (Scheewind 1998;Ameriks 2000 cited by Fergusson 2009,p.23).

3.4 The Concept of Employment

Employment is said to be a driving force in a country economic growth, sustainability as well an individual wellbeing. Employment here is defined as relationship between parties; it is based on contract where work is done. In Finland, any form of discrimination and unfair treatment is prohibited in working life. The Non-Discrimination Act stipulated that employers may not discriminate against employees on the basis of age, health or disability, gender, nationality, family tie, religion, political activities etc. Also, Employment Contracts Act emphasise that there must be an equal treatment among the employee. It further added that there should not be any discrimination when advertising vacancy or selecting an employee or during employment because is an offence under the Criminal Code which is punishable (Ministry of economic affairs and employment, 2017).

In relation to our studies, (Raeburn & al. 2014) conducted a research on how are recovery-oriented practices reflected in the documentation of a clubhouse? The main focus of their studies was to examine included representative samples of key documents that are being created or use by a clubhouse. Such document includes, health-promotion materials, policy and membership documents. The data were analyse using content analysis and by the Recovery Promotion Fidelity Scale. According to their findings, recovery categories that were identified in the documents included collaboration (27.7%), acceptance and participation (25.3%), quality improvement (18.0%), consumer and staff development (14.5%), and self-determination (14.5%). The study also presents how clubhouse creates and represents personal recovery categories through its documentation. The findings reveal the vitality of documentation in influencing it members behaviour, relationships, and communication.

(Jahoda & Rush, 1980 cited by Warner & al. 1999) explains work is very vital and has positive impact on one's mental health status. The difficulties of placing people

with mental illness in work increase during periods of raised unemployment and vocational rehabilitation efforts need to be expanded accordingly. (Warner & al, 1999) in their research, equally compared two matched groups, one that comprises of regular clubhouse users while the other group made up patients without access to clubhouse services. These groups were diagnosis based on age, gender, length of psychiatric history and previous service used. The result explains the comparison both group, it was noticed that clubhouse members would have better outcome in current quality of life than the control group (Warner & al, 1999).

Another important study we came across is a research where the author assesses the effectiveness of one clubhouse program model, where 117 randomly picked attending Connections Clubhouse from January 1998 to June 1999. The study seeks to know the effect of attendance rates on members' employment attainment and status, and on rate of hospitalization recidivism. It was found out that, number of members within high rate of attendance with no employment of any kind was significantly lower than members with low rate of attendance. The studies further explains that, members found among high rate of attendance that are holding advanced employment status was also significantly higher than the proportion of members with low rate of attendance (Masso & al, 2000).

Furthermore, another important studies on Transitional Employment and Its Effects in Finland. The aim of the study was to explore the extent and type of transitional employment work undertaken in clubhouses in Finland and to better understand the influence of transitional employment on the rehabilitation goals of clubhouse members. They also examined how Transitional employment possibly led to independent work or participation in adult education. The study provide evidence that TE-participation leads to an active lifestyle and increases social inclusion, but it does not lead to permanent employment (Pirrtimaa & Saloviita, 2009).

(Bond & al, 1999) equally studied Effectiveness of Psychiatric Rehabilitation by using three different model approaches such as traditional psychiatric rehabilitation with clubhouse programs as an example and supported employment approaches for helping people with severe mental illness gain and maintain competitive employment. According to their findings, effectiveness of traditional psychiatric rehabilitation could not be determined on how it has creates competitive employment

to its members. Moreover, effectiveness of supported employment was noticed to be positive. The above study are relevant and related to our study because they are all in a way focusing on employment and relation on mental health. Our studies are equally relevant and different from the above studies in that it focuses on member's views or perspective on effect of the employment programme based on clubhouse model. Most of the authors based their research on the effect of this model in general and equally very important but our study is different because we will focus on importance of employment program on building clubhouse member self-identity as our main question.

3 PURPOSE OF THE RESEARCH AND RESEARCH QUESTION

(Bond & al.1999) equally studied Effectiveness of Psychiatric Rehabilitation by using three different model approaches such as traditional psychiatric rehabilitation with clubhouse programs as an example and supported employment approaches for helping people with severe mental illness gain and maintain competitive employment. According to their findings, effectiveness of traditional psychiatric rehabilitation could not be determined on how it has creates competitive employment to its members. Moreover, effectiveness of supported employment was noticed to be positive. The above study are relevant and related to our study because they are all in a way focusing on employment and relation on mental health. Our studies are equally relevant and different from the above studies in that it focuses on member's views or perspective on effect of the employment programme based on clubhouse model. Most of the authors based their research on the effect of this model in general and equally very important but our study is different because we will focus on importance of employment program on building clubhouse member self-identity as our main question.

Members in clubhouse house have had mental health difficulties in the past. Mental health challenges/ difficulties can affect anyone in the society. It does not have any barrier to our age, religion, class, social status, height or racial differences. In most of our society, people that are faced with mental health challenges or those that had some difficulties in the past are vulnerable in the society. They are often stigmatised, not given opportunity to fully participate in the politic, social or cultural affairs in the society. They are sometimes excluded from enjoying their full right as any other citizen. (Masso & al., 2000) equally mentioned that Employment opportunity is often difficult for those who have faced mental health challenges in the past or after prior psychiatric hospitalization. He further added that they often less confidence in their ability and lack job references. Our thesis seeks to bridge the gap regarding people attitude towards people who had had mental health difficulties in the past especially in the labour market. The main research aim is to assess the importance of employment programme in the clubhouse model on building clubhouse member self-identity. This research seeks to answer the following questions.

1. How is the effect of employment program (clubhouse model) in finding employment to its members based on member's views?
2. How is the process helping them to re-integrate into society?

4 RESEARCH METHODOLOGY

In this chapter we shall discuss the theoretical background on our research process. We shall explain in details about data collection method and the whole process of data generation for example interviews and challenges. Thematic data analysis as a method, will be discussed in details and we shall also explain the reasons why we preferred this method.

4.1 Research design

According to (Ranjit, 2014) a research design is a master plan/framework or blue print specifying the methods and procedures for collecting and analysing the needed information. This research utilizes qualitative research. Qualitative research is a collective of approaches and methods for the study of natural social life. The data generated is usually non quantity nature that is not in form of numbers and figures but instead it is in form of text, transcripts, summarized field notes, photographs, video recording, and internet websites. Basically documenting human activities in their social action and reflect on it (Saldaña & Leavy, 2011).

The study was conducted to assess the effect of clubhouse model in finding job for its members and how the process is helping them to re-integrate into society. We interviewed the clubhouse members to generate primary data through semi-structured interview. The information from our findings can be used to strengthen the model or if need improve it.

4.2 Study settings

The organization is involved in Community Support by helping its members to use services of the society. Supportive Education Programs which helps to support members through varieties of educational programs such as, hygiene skills, First Aids, Photoshop, language programs. "Transitional employment program" (TEP) in clubhouse model is a program designed purposely to assist its members gets short term job placement positions. Clubhouse collaborates with other organisations or local business to secure place for its members. The main objective is to grant opportunity to member to gain more confident towards paid employment. While the

“supported employment program”, offers help to clubhouse members and to acquire and maintain work in the job market.

4.3 Sampling and sampling procedure

Sample is smaller subset that actually participates in the research (Leavy, 2007). We targeted Helsinki clubhouse members who have benefited from the model for at least two years. Their ages ranges from 40-60years. In total we had three male and four female

Individuals you think can provide you with the best information, and make contact with them to detail different aspects of the study, to seek their informed consent to their participation, to expect their expected involvement, and to decide when and where to carry out the interviews (Ranjit, 2014).

To reach out to the participants, we gave out our contacts so that the participants would contact us and arrange possible time that we could interview them. The consent form was prepared in advance as an agreement between we the researcher and the participants, where we assured them confidentiality and asking the permission to use the voice recorder during the data generation. The interview was estimated to last least 45 to 60 minutes in duration for each participant interviewed on their convenient day and time. This interview duration also includes the short breaks that we took during a single interview. When we talked to the director of the organization, we told her that we would go with the schedule of the interviewee. In other words we would avail ourselves at their convenient as long as the interview time is between 0800hrs to 1700hrs.

4.4 Data collection

Data collection is a process of selecting subjects and gathering data from the subjects. The actual step of collecting data is dependent on the research design (Ranjit, 2014). The studies comprises of both primary and secondary data. Primary data were through interviews from seven participants. Secondary data were already available data from past research conducted by individuals, scientist, organizations or agencies for their own study purpose. Data derived from secondary sources was obtained by consulting related books and internet searching. Most of the online-

published articles, reports, journals were browse using the Diaconia University of Applied Sciences online library and Google search engine. We the researchers collected primary data through interviewing the participants with the help of a semi structured questionnaire guide which was formulated by the researchers to conduct interviews. The validity of the questionnaire was checked through a pilot testing. The pilot test was done by the researchers before the interviews. The aim for this pilot test was to know if the questions were well designed and easy to understand by the respondent so as to facilitate the interview. The interview questions was formatted in a such a way that it enabled the participant to tell and give deep and rich information about their effect of clubhouse model in finding job for its members and how the process is helping them to re-integrate into society.

The main language of communication was English. Before the interviews, participants were explained to the purpose of the study and that their participation is voluntary and free to withdraw from the interview at any point if they wish to, oral and written consent were obtained from each participant prior to interview.

To safeguard the confidentiality and identity, participants were assured that no name or their identification number will be used and instead an anonymous code numbers with no names will be used in the interview. During the interview the researcher first read the question to the participant and made sure that the participant understood the question then wait for their response.

4.5 Data analysis

Thematic analysis is the process of detailed examination of the data collected to get the direct quotation in order to support the conclusion. During thematic analysis patterns within the data are identified, analysed and reported (Saldaña & Leavy, 2011). Thematic Content analysis was used for the primary data collected through interviews. This is a process of analysing the contents of interviews through identifying and analysing the main themes that emerge from the responses given by the respondents (Ranjit, 2014).

First step was to familiarizing ourselves with the data collected. For the easier handling of texts and making notes, we started by printing the transcribed data and

separating it from each participant. We read the transcribed data and listened to the recorded voice for several times until we could get the flow and almost knowing it by heart. During this time, we also referred to the written notes that we took during our interviews that for example express the facial expression and body languages since they could not be captured by a voice recorder.

The second step was to generate initial codes. Coding are described as a process of identifying key notes, comments, observations and making notes of them by underlining them or writing them down on the margin next to the data that we thought was interesting, extra relevant and more important to answering our research question (Chesnay, 2014, p. 133). Because these codes are just possible points that are important at this point, they are therefore called open codes (Merriam, 2009, 177). This step was done through identifying these themes from the same question till we had reached a saturation point. The themes were then written and assigned codes using keyword. After identifying responses that fall within different themes, they were integrated into the text of the report. All together we came up with seventy two codes on the margin and also at the ends of the paragraphs.

The third step involves searching for the themes (Chesnay 2014, 134). Themes' searching is the process carried out to find the answers to research questions. These answers are the one called themes (Merriam 2009, 177). During this process, we reviewed all the codes and sorted them and categorised them to create themes and sub themes depending on the similarities and how they related to each other. At this point we also dropped down some of the themes that we thought were irrelevant to our topic. We created a thematic table as seen from Table 1. (Modified from Braun, 2006).

Table 1: Table of code generating process.

THEME/ CITATION FROM THE INTERVIEWS	SUB-THEME	CODE
<p>I visit employment centre to search for job I did not mind getting physically tired I am always try to learn something new Am trying to acquire new skill Next will get more education Will use my degree to get a job I finished the program without being late I want to study more professional skills Now targeting stable job</p>	<p>Personal attitude Determination High self esteem Ambitions.</p>	<p>Self-motivation</p>
<p>Could not face people before I can tell about my condition Do not have low opinion about myself Before I was disappointed about myself My self-confidence increased I now appreciate myself Initially I was feeling very low I got Positive feedback from my boss Now I can take more challenging job Am proud of myself</p>	<p>Stamina No self-doubt Positive feeling Self-worth</p>	<p>Self confidence</p>
<p>I have meaningful life Am happy am busy Work improve my everyday condition At clubhouse there is always something to do I was going to clubhouse as long as they are open I had a place to go every morning I don't necessary work for money</p>	<p>Busy Meaningful life Chance to work Second chance to work</p>	<p>occupation</p>
<p>We learn from each other I share my story with others Find people in similar situation so one does not feel alone The tell places one can visit We talk about hobbies and one can go with others We share what can help to recover I teach computer skills Other members have been friendly to me I work on support hotline to help others</p>	<p>Got encouraged Inspiring A living example Share experiences</p>	<p>Peer support</p>
<p>it was very difficult to wake up in the beginning work give regularity in life my schedule is now always full I was always here (clubhouse) as long as they are open I don't necessary work for money I have something to do everyday Before I did not have fixed hours to sleep. I was sleeping 16 hours straight</p>	<p>Daily plan Consistent life Daily rhythm</p>	<p>Routine</p>
<p>This place gives a sense of identity when I moved to Helsinki I was very lonely I was living isolated life When you are not well and no money social network get small We got along with each other very well You get to know people / opportunity to meet people Meet new friends Now I visit places and I have a hobby I felt uncomfortable sitting with people</p>	<p>I was lonely Sense of identity Part of the society</p>	<p>Social life</p>

THEME/ CITATION FROM THE INTERVIEWS	Sub-themes	codes
clubhouse is like a stepping stone to working life I got a very good recommendations from my boss I improved my computer skills Got hygiene and first aid card Get very useful information about life and employment They hired me again I got a chance to work even more The place has given me opportunities that I cannot find at home	Leading to real employment Exposure Get contacts Stepping stones	Meet opportunities
Self-understanding Team work Now I have positive life I quitted smoking I have come to accept myself From stressful to stress free life I have meaningful life I have improved in a lot My health is much better now. I have moved from very low to high self esteem Now I have better understanding about myself	Achievement Progress in life Rehabilitation process Discovered my talents Improved my health Improvement	Personal development

Reviewing the themes was the fourth step in which we reviewed the themes by elaborating them and giving examples by checking for the supporting data and checking that similar themes should collapse with each other. At this stage we also removed the themes that were substantiated or lacking distinction. Themes that were not relevant to the research questions were removed. As a result, we remained with thirteen sub themes and then eight themes or codes (Chesnay, 2014). Defining and naming the themes followed as the fifth step in which we reviewed the data extracts of each themes and organize them into a systematic way to make a narrative. We reflected on the research question by evaluating how relevant was the themes to our research question. Also by referring to the theoretical information that we had, we would connect the data from the interview and start getting answers to our research question. (Chesnay & Mary 2014. p134). At this stage we also tried to correct the grammar for the reader to understand with ease but at the same time we were careful not to change the meaning or the message that the interviewee intended to pass through.

5. RESULTS

In this chapter we present the findings from the interviews. We categorise them into nine themes which includes:- self motivation self-confidence or feeling of self-worth, occupation, peer support, routine in life, social life, meeting opportunities, personal growth, combination of independence and networking. The different categories are presented numerically as seen on the table 2 below and as well explain in the following paragraphs.

Table 2: Presentation of number of interviewees per response per category and percentages of total number of interviewees' response per category.

Category	Number of interviewees per category (7 interviewees in total)	Percentages of total number of interviewees per category
Independence and networking	3	43%
Self-motivation	4	57%
Routine	4	57%
Occupation	5	71%
Peer support	5	71%
Social life	5	71%
Meeting opportunities	5	71%
Personal development	7	100%
Self confidence	7	100%

5.1 Self-motivation

Self-motivation is defined as an individual's enthusiasm in doing something without needing or being pressured. A self-motivated person is also described as an autonomous person who is self-determined to achieve his or her own long or short term goals without any external influence and an individual obtain that by setting goals and work toward achieving them. These goals and targets make an individual to be happy especially if they are achieved. However this statement does not mean that a person should not be happy if the goals are not achieved (Leontiev, 2012, s.

113) . From our interviews analysis we could tell that 57% of our interviewee had increased their self-motivation especially after the transitional employment or after their first job.

When I got that transitional employment, it was such a great moment because I felt that I am just like any other person in the society. I felt I am not a patient anymore but a person who can work. The job was like a trophy and I felt very good to work. My future wish is that I want to work, I want to earn some money to help my fiancé with the bills and that will improve our relationship. (Interviewee 1)

We noticed from the person that due to previous achievement, the participant was determined to find job and work because to this individual being employed gives a feeling of completion and sense of belonging.

According to our second participant, we can see how much he was motivated to even take more job he did not mind to put an extra effort in order to get the job done. It seems that due to previous accomplishment he is even motivated to go back to school and acquire higher education.

After I finished my first transitional employment I got the second one very quick and after the second one I was very lucky to get a third one from a person who stopped. All this time I was very motivated to work even more. In the beginning, it was quite rough but I survived, I liked when it was busy because you do not get to think about time during the shift. Sometimes it took me longer than others to get the things done and that did not make me feel negative. Even if the job was taking my physical energy, it gave me inner energy. I would like to study more in other fields. I want to go for higher education but at the moment I do not know how. I would like to get even more job but I am careful not to get a burn out. Although it has been very challenging to wake up in the morning, I have never been late to work. (interviewee2).

Interviewee three and four showed a lot of enthusiasm to involve themselves to work more. The fourth interviewee especially found it being an achievement to wake up and get to the school and that was to him approve of self-improvement.

After I finished with the program it was very interesting to make those sixteen job applications. I was eagerly waiting. Out of those, I got two respond and one of them gave me the job. (Interviewee 3).

Despite that the school was in the other municipality, I was ever punctual for the whole year. I was waking up every day at six o'clock. On my placement at the hospital, and my supervisor said that I am capable for even more job because I was working hard and doing my best. (Interviewee 4).

5.2 Self confidence

In this finding, we found a combination of self-confidence going hand in hand with high self-esteem, self-determination and courage to take even higher challenges.

Confidence does not just happen; neither does it happen because we want it to happen, rather it build up because of our previous success. Self-confidence is build and nurtured with time. To build self-confidence one need to self-discover own uniqueness and talents and then improve and build on it. Other ways to build self-confidence is to remember past success, taking mistakes as a way to learn and utilizing own abilities fully. Comparing oneself with others is the worst thing against improving own self confidence (Raber, 1993, p. 69).

The first interviewee mentioned directly that his self-confidence risen up with time due to gradually achieving his goals during the working.

These jobs have helped me build self-confidence. I can now try new things without fear. My feelings about self-worth as a person were not very good when I started. I was pretending that everything was just fine.

I was just existing, but with time when I start working I found value about myself. (Interviewee 1).

Self-confidence is directly related to self-esteem as our second interviewee was quoted saying.

I was very happy to get the trust to work as a regular worker. This program has increased my self-esteem. My wish is if they can get more working places for everyone. After the job I got a very positive feeling about myself and that is very important to me. We get a certificate and feedback after the program and I think that is very important too. (Interviewee 2).

Our third interviewee explained to us how much having job means to him. It seems to us that having job is such a significant ingredient to his self-confidence. And according to him when he did not have job his self-confidence went very low and that also affect his personal health in a big way. His self-confidence is also boosted with the gradual accomplishment that the clubhouse offers.

When I came to club house my condition was so bad that I could not do anything. Then they gave me task to clean the toilet, and the fact that I could clean the toilet made me feel very important person. They also gave me a freedom to work by myself because they trusted me eventually. This trust meant a lot to me. At my interview, I felt very nervous. It was the most difficult interview I ever had. When I passed, I felt very positive. The work gives me the feeling of being a full member of the society. That is to say, I felt being an important person. Work gives me meaning in life. When I was working, the work made me feel as a productive member of the society, but when my work ended my health condition went very low. My international job task that I am doing now is making me feel an important person even at international level. (interviewee3)

High self-esteem is explained by (Sinha, 2009) as a feeling that takes place when a certain things happen several times in our lives we start to believe them. As a result of high self-esteem, we as human being build a foundation of successful life. An individual with high self-esteem often feel confident, motivated and inspired. Because of the previous achievements, they tend to face the challenges with courage and they do not break down even in adverse conditions. Such a person work toward solving the problems in their lives and they do not await approval from the other people. Self-esteem can also be explained as the feeling that a person has about oneself. This opinion about oneself critically influences everything that we involve ourselves on, example our accomplishments in life. High self-esteem is a major component in determining our success or failure. As human being we have to perceive ourselves as worthwhile in order to boost our self-esteem and as a result we can live a happy, gratifying and purposeful life. People with high self-esteem are characterized as people with persuasion, proficiency and they are always willing to accept responsibilities. Also such individuals like in our case they are optimistic, they do their best to perform high and they are open to opportunities and challenges (Schin, 2009, s. 3) . Our forth interviewee has recovered so greatly and has so much confidence that he has even registered a company which he hope that in future it is not only going to offer job to herself but also to employ other people.

When I got the job, I was very happy to see that I could get the job done. I got motivated to do my best. I was enjoying to work and I got a good feeling that it was a real job that I was getting wages out of it. Because of this job, my self-confidence went up and I was very positive about my life. Although I do not have higher education, I now have a meaningful life. To me meaningful life means that I have good relationship with other people, I can help others, I have something to do with my time, I can earn my own living and finally that I have good relationship with my partner. I want to earn my own money through my own company. (interviewee4).

As seen from table 2 above, it came to our notice that the factor of self-confidence was the most discussed agenda as an achievement gotten from the transitional employment. When our interviewee completed the program, 100% total number of

interviewees counted it as an achievement and it gave them more stamina to do other things as the sixth interviewee explains. Just getting up in the morning can be seen by an ordinary person as an obvious thing but to our fifth interviewee, it was such a good indication of positive progress in terms of recovery.

The beginning I was not sure whether I could get up every day and go to work. But when I started, I found that I was managing. I build confidence by acknowledging that I am capable of working and I can handle more challenges if I am hired somewhere else. Although I was on medication I could do something and that was very meaningful to me. The feeling about myself and what I could do improved a lot. (interviewee5).

My self-confidence has improved a lot since I started working. Before becoming a member, I had a very low opinion about myself, I was disappointed and ashamed of myself for having this mental condition, but I have learned to accept myself and to face difficulties in life. The confidence has helped me to look for a new job. Now I feel lot more confidence about myself because I have higher goals in my life than before. Also from my experience transitional employment help someone to boost own stamina. This past achievements has also boosted my self-confidence to go even higher. (Interviewee 6)

This place has improved my self-confidence through working. It has helped me to relate well to other people and also it has given me a sense of identity. (Interviewee 7).

5.3 Occupation.

From our interviews we found an important of occupation among our interviewee. In the context of our research we define an occupation as something or an activity that people do to spend their time on. In our research we decided to use the word occupation instead of profession or job because job include earning money and profession is a formal training or education and it involve getting paid. But in our

participants, not all the activities they do especially at the clubhouse that earns them salary.

A good relationship between an employee and an employer, gives not only a livelihood, but an occupation, an identity and a sense of esteem. (Zeitgest, 2011, s. 777). As explained by our participants, just having a plan of the day was such a meaningful thing to have. It seems that some of our interviewee were having a very boring time at home with no place to go, with no plan of the day or anything to occupy their time. Clubhouse offer a very good solution to this because it is open constantly and it is flexible to its members in the sense that the member can go in and out any time at will.

One can feel free to work or just being at the clubhouse. I started with simple task and eventually I got more responsible tasks. When I joined clubhouse I was in a very bad situation, I remember when I first came here I could barely do anything. (Interviewee 3).

This job not only earns me money, but it also gives me something to spend my time on, and that is very good than just sitting at home thinking only about myself. At the moment my calendar is full for the next four months. (Interviewee 4)

The fact that I had a place to go every day in the morning was very good thing because I had regularity in life. The other job that I am doing has a very high chance that they will offer me a permanent job and that is very important to me. I also have a company which is giving an opportunity to work because I run the paperwork for it. (Interviewee 5).

I was working in a gardening work. And I have not been working for a very long time, so the job was challenging to me and that was very good feeling that I managed. In addition, it felt very good to be in the traffic in the morning together with those other job goers. It felt very real to earn salary like anybody else and also having a good reason to get out of bed and go somewhere. I think it is very important for people to have

something to do than to sit at home and stare at the walls thinking about own problems and situation. Clubhouse offer a variety of things to do. (Interviewee 6).

Clubhouse offer content and structure to life. It gives a structure in a way that you have a schedule of the day, for example in the morning you go to clubhouse and the rest of the day you go to do your own things. (interviewee7).

5.4 Peer support

Peer support and counselling is very important and should be highly encouraged especially if a worker start a new job in a new environment. Some of the ways to do that is to hold after work job clubs so that to create an environment for the other workers to talk to the new worker about their experiences of the similar difficult situation (Sambrook, 2014, s. 6).

This can also be seen as a mentorship where by the experienced workers help the new workers with difficulties to overcome their challenges and difficulties, to help them grow professionally and finally to help them achieve own individual goals.

I use those skills that I learned in my previous life to teach other members. For example I teach them computer skills. When I encourage new members I tell them that at clubhouse there is no long working hours but enough time to get things done. Not too much pressure you can come when you want. (Interviewee 1).

I felt that I am supported and understood that I needed extra support. (Interviewee 2).

On the other hand, the clubhouse members get support from the clubhouse staffs and through the follow-up routine that they do to their members by visiting them at their place of work during the transitional employment programme.

Other staff members were very encouraging because they had experience in working with other clubhouse members. Also the clubhouse encouraged me and followed my work. I felt that there is somebody who is bearing my weight. The clubhouse helped me to find another placement after my first transitional employment ended. They have been encouraging me and they gave me the support which I needed. I tell my life story to other members just to motivate them. The clubhouse offer an environment that make a person not to think that he or she is the only one who is going through such a condition. I help other members with computer programs but if I do not know something I understand that I do not have to know everything. I use my story to motivate the other new members. I tell them how the clubhouse has transformed my live in a very positive way. (Interviewee 3).

Another strategy that is associated to peer support is by demonstrating a can be called a living example. This is not only done by narrating form but to demonstrate successful stories to the new members as a way of giving them hope and inspiration. Clubhouse and clubhouse members has been used as a source of information for research and development as described by our forth interviewee.

I share my story with people who have mental illness, to parents, to students who study to become doctors and nurses, and other professionals. I am also working at peer support hotline, a phone service where somebody who need help on mental health can call. I have been on magazines, on TV and other media to inspire others and that is very good thing to me. (Interviewee 4).

You get to meet people with similar situation and you get to tell and hear about their life stories, you get to know more information and learn how to accept yourself. I always try to learn something new from people whenever I get such an opportunity. (Interviewee 5).

5.5 Routine

(Havitz, 2006), cited that a number of different researchers have found that unemployment is associated with decreased time structure, and that decreased time structure is related to subsequent decreased mental health. Cited from (Bond & Feather, 1988; Feather & Bond, 1983; Jahoda et al., 1933/1971; Kilpatrick & Trew, 1985; Martella & Maass, 2000; Wanberg, Griffiths, & Gavin, 1997). From their research on unemployed group of people in Canada they found out that individuals complained about lack of daily routine and structure and as a way to get over it one individual had replicate a work like routine by rigorous scheduling activities. (Havits, 2006). In our research we found out that the club house offers a chance for it members to offer a daily routine as a way to prepare them for a real job in future. This plays a vital role especially those members who have stayed so long without being to working life. Also we noticed that the daily routine is a treasured thing among our interviewee as they describe below.

This clubhouse is opened fixed hours regularly without fail. That creates a good routine and day rhythm. The place gives something to spend my day and make me feel great about how I spend my day. I treat this place as my working place. I like to have a certain time to sleep and to wake up. (Interviewee 1).

The programme was giving me a routine for the day, better than if I would be sitting home. (Interviewee 2).

One of the end result as we found out from interviewee number four is the contribution of the employment programme toward the recovery of the members.

Before I came to clubhouse I had a problem with sleeping routine. But when I joined the programme I recovered amazingly that I made it to school at nine o'clock for the whole year. Now I do not need to take sleeping pills or relaxation pills. (Interviewee 4).

I would advise people going through mental health condition that they can join the club house even if it is just to give them reason to get up in the morning and to get out of the house and probably have something to do for the day. (Interviewee 5).

5.6 Social life

The psychology today website explains social life as the way that human being relate to one another with the fact that human being are social animals and that our social life is so important that it has a bigger influence on our mental health. Without positive, durable relationships, both our minds and our bodies fall apart. The explanation go on to give evidence how human being as a child depend on the parents, especially the mother to get the care and also describe that even in history of mankind, human being are known to live in small group in which each one depend on the other one for survival.

After my job at those places, I have been there not to work but to meet previous workers. (Interviewee 2).

This work was very important to me for my rehabilitation process. Doctor told me that when I have good relationship with other people, I will get sixty percent healing and I have experienced that. (Interviewee 4).

The clubhouse gave me opportunity to meet new people because before then, I had just moved to Helsinki and I was very lonely since I did not know anybody in the city. Also when your finances go down, your social network automatically get small. At club house, you get to meet other people and get chance to meet new opportunities. (Interviewee 5).

During my transitional employment we were a group of workers from other clubhouses. Somehow we got along very well without anybody crashing with each other. I still keep contacts with those people. (Interviewee 6).

You get to know or get to be known by others. I also made two friends through the gardening work. (Interviewee 7).

5.7 Meeting opportunities

From our interviews results, we realised that 71% of our participants have had job opportunities through joining the clubhouse. Some of the opportunities that they talk of was not only direct job opportunities but also access to information through other clubhouse members and also through clubhouse working staff.

As narrated by our second participant, the person could not have had the chance to get a summer job or even the permanent job at the end because many bosses are often hesitant to take a person that they do not know over a person whom they have worked with before for lack of trust in terms of reliability and performance. Another reason why a boss especially in Finland would not hire a person without having a little of history with the person is because in Finland if they hire a person, and the person turn out to be unreliable, then the registrations does not make easy for an employer to dismiss such a worker.

I started with job at the cafe, and then I got another job at kitchen through the same boss. Later on I continued to work there during the summer and finally they made me a regular worker till this time. At work places I met other workers and in the process I got to know many new people. (interviewee2).

According to participant number three, it seems that the transition employment has helped him to gain trust over the employer and thus increasing the chances of getting more employment, an opportunity that could not be found without an initial contact with the employer. In addition to getting employment, the participant also treasure the international task at the clubhouse because it gives individual exposure to the world and also increase wider personal network outside the country.

Since I got my first transitional employment, the same company have hired me many times on short periods, all together five months now. I

was working only twenty hours a week but little by little I started to do more. At work, you get to know other new people. This place (clubhouse) has helped many doors to open for me. I have many contacts, new friends in different part of the world because I have an international level tasks in clubhouse. I have visited other clubhouse in the world and other members have been visiting our clubhouse. I am a board member of all clubhouse in Europe and I could not have got all those opportunities if I did not join the clubhouse. (Interviewee 3).

Clubhouse as described by our participants four and five, groom its members from whatever condition they might join the club in to a point where they can try to get to working life. They also appreciate the fact that club house give them a chance to at least get started, a chance they could not have found if they did not join the organization.

Out of my transitional job, I got a job in a hospital archive and I enjoyed doing it because I have never got a paid job since I finished high school. (Interviewee 4).

Clubhouse has provided opportunities to me and I would like to tell other members to utilise them well. Everybody need social life and something positive to do for the community, and clubhouse has provided those opportunity. (Interviewee 6).

Not only that the clubhouse offer direct opportunity to work but as described by our next participant, it also give what could be referred to tools for getting employment. By registration, the workers are supposed to have hygiene card which they acquire after training and passing the hygiene examination, for them to work in a kitchen or any other environment that they come into contact with the food.

The place offer opportunities to get to working life. Also through those trainings offered at the clubhouse, I now have a hygiene card and also first aid card. The opportunities I have found here I could not have got them if I did not become a member. (Interviewee 7).

5.8 Personal development

The results we got in this section was explained by our participants after we asked the question regarding how they would compare their life before and after joining the club house and specifically after their first transitional employment program.

Personal development is explained by Sinha as a way a person with high self-esteem look forward to life, maintains and keeps renewing personal contacts, open to changes and has high confidence. Personal development is based on continuous gaining of knowledge and mastering changes. These responsibility belongs to the learner's discipline to execute them. Personal development is directly related to high self-esteem whereby when one continues to have personal development, his or her self-esteem goes high. (Sinha 2009, p.4). I would say that it is a human being wish to evolve from one state to a better, higher or advanced state. Its gives a greater satisfaction to advance in knowledge or in skills to become better performer. Our participants value that development just like the way an athlete can break own record or even a world record, approve of being better than previous.

Our first participant describes personal development not only based on working to earn money but also to improve in other aspects of life like knowledge and information. According to the person, with time he has learned to accept himself and with his condition a thing that he count as an achievement or improvement.

At first when I got the job, I felt a little bit odd because I did not feel like a real worker. But with time I improved. It was like a preparation to the next step. Now I can work regularly. This programme is not all about working, it is all round life. You always get to learn something new, you get new information, and make you know more. Before I was afraid to tell people that I have this condition, but now I give them time to know my condition even before I tell them. I am not afraid to tell about my condition. (Interviewee 1).

Our second and third participants evaluated themselves as improved to a better way in terms of how they relate and live together with other people, increase courage to

face difficulties in live, utilise their talents and skills, count language as an achievement and most of all improve their wellbeing in term of better health.

In the beginning I was shy, nervous and afraid to meet new people and to work at the customer service, but now I am comfortable with that and I am not afraid anymore. Not all co-workers who can be easy going, there are some who have been harsh to me but I am learning to cope with them. (Interviewee 2).

Perhaps this might not be hundred percent, but people are getting better here, myself being one of them. I know one member was crying at a corner every day without facing people, but right now that person is fully recovered. My English language has improved and now I can give presentation in English. This place offers an environment to discover the talents and make them flower. (Interviewee 3).

Employment is seen to work as a kind of therapy to our participants in a way that it acted as a substitute to negative activities like smoking, replace negative opinion about own self and also gave a chance of self-discovery in terms of capabilities and abilities. As a result it resulted to a better recovery to a point of not needing the medication and also our participant is being a self-sufficient in terms of earning own income, one of the best accomplishment of the programme.

Before I joined the clubhouse. I thought that I cannot do a thing; I felt that I do not have any gift and I did not know what to do about it. I did not know how to move forward. I was very sick and I had pain in my soul, I was crying all the time and I smoked heavily. I saw everything that was happening in my life was negative things. The work has been very good thing to me for my rehabilitation. I got better and better when I started working. Now I have none of those things, I am well up after joining the clubhouse. My life is back to a good shape because I am not using any medication anymore since my condition is gone. (Interviewee 4).

Computer skills is one of the skill that our participant number five gained from the club house, and as explained, it has been a positive ingredient in finding opportunities and employment and also make own life easier especially in a modern world of technology that we live in.

When I joined the clubhouse, I tried to improve my computer skills and thereafter, I got a small job on my profession. They were satisfied with my work and they said that they will discuss and give me more job because they saw that I learn new things. (Interviewee 5).

Step by step process or a long way through is the key words used by sixth participant to show how much he had improved since joining the clubhouse and going through the transitional and supported employment.

Prior to come to clubhouse, I was living an isolated life, and I was not socially active. My lowest point was in 2008 when I joined the clubhouse. When I first joined the clubhouse, I was feeling very uncomfortable being among people. Initially I started with tasks as a janitor, then I went to the gardening job as my transitional employment. After I finished my first transitional employment, I went to work placement, and from there I went to vocational school from which I have graduated not long ago and that is very important to me. With my certificate I am searching to get a real full time job. It can be difficult to get back to work but clubhouse offer step by step process to get back to work life. Clubhouse has a very positive impact in my life. I have come a long way through all this time and I can say that clubhouse has helped me to discover my strengths. I have been transformed me to be a better person. (Interviewee 6).

Time management was one of the challenges that our participants were lacking, the main reason being not having much activities to occupy their time.

My life is now better than when I joined the clubhouse because I am now more organised and I plan my time better. (Interviewee 7).

5.8 Independence and networking

In this case, the independence included both personal and financial independence. From our participants, not relying on others whether financially or else, being fully competence and not depending with the others people for survival are the words that can define independence as quoted in the citations.

I am now more independent, I can manage a lot of things on my own. (Interviewee 2).

When I learned the job well, they let me work independently and that was a very good feedback. With time, I also learned to do other things by myself. Right now I have registered to be an entrepreneur and I will be doing healing services in a refreshing treatment. I am trying to earn income that I can fully support myself financially. (Interviewee 4).

Networking or getting connected with people remains the basic technique that individuals use to find new jobs, change careers, get back to work after a layoff or get reorganization. People who need to advance in their job or careers need to practical networking strategies to become the natural and only choice in the job market. This is achieved by basically leaving a good foot print at every place where somebody is working or have ever worked. (Barber, 2007, viii)

This programme is like a soft way of getting to employment world because you get a chance to prove your abilities. Also it is not easy to get job nowadays even harder if you have a special condition. They gave me a very good recommendation and my boss gave me a few contacts to find jobs. She said that she can also recommend me to other bosses. (Interview 2).

Recommendation is one of the effective ways of getting a new job because the employer seems to give the job to a job seeker through the trust of the recommender.

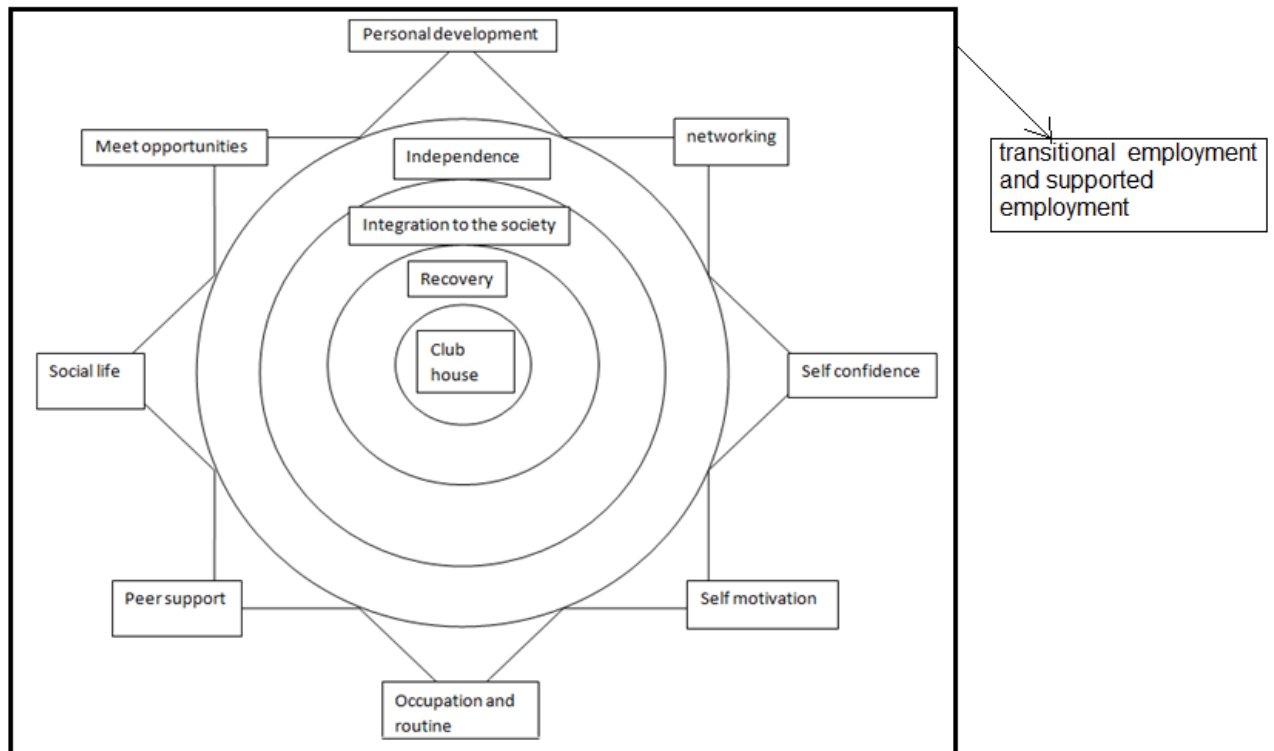
6 DISCUSSION/ CONCLUSSION

From our finding, we noticed that employment has a positive effect on clubhouse members. This is because, 71% of total number of participant as seen on table 2 above indicated that the program has helped to increase their chances of gaining occupation, improve social life and also creates new opportunities. Employment is said to be very vital in one's life. The moment any individual agrees to work in any institution or organisation, the individual does not only contribute greatly to organisation but institution or organisation has an impact on the lives of that individual. This is because; each organisation or institution is governed by certain principles or norms and values and this in turn also shape the life of those that agrees to work. Similarly, working or employment allows an individual to take part in some group activities or group processes and all this equally has greater impact in one's life. Wetherell & al.(1996), explains that work has influence on our individual experience in the society or the world at large .They equally added that it shaped the way we are being perceived and evaluate by others and ourselves as thus building our self and identity. According to Weber 1930 cited by Wetherell & al, (1996,248) a person self-fulfilment and self-realisation could be attained through labour or employment. We equally noticed during the interviews where 71% interviewees mentioned that working has given meaning to their life, self-identity, daily routine, reduce isolation, opportunities to meet people and visit new places etc. In addition, 57% of total number of participant equally indicated that their self-motivation and daily routine has greatly improved as compare to their past experience.

Furthermore, to the question on how is the process helping them to reintegrate, we noticed that 100% of total participant mentioned that their self-confidence and personal development has been improved. Most interviewees felt they were stigmatised in the past, had low opinion about themselves and after the employment programme in clubhouse they now feel appreciated especially feedback they get after their job is complete and are even motivated to take more responsibility at work. Moreover, for those 100% participants that mentioned their personal development has increased felt they have more positive life, stress free and has accepted themselves and willing to fully participate in the community or society as seen on table 1 above.

In conclusion, figure 1 below sums up the findings of our thesis, it illustrates that there is a system in place that supports the club members into transitional or supported employment. From the moment they enrolled in the club house they move from one point to another each step adding up to achieve a desired objective which is getting employed. In a nutshell, as demonstrated by drawing in figure 1, the clubhouse is the heart of reintegration of the clubhouse members back into the society. Club house is the activating agent that gives its member a chance to discover their talents and to try their potentials, talents and skills. As confirmed by our participants who are the clubhouse members, they get peer support from other members, a support that they indeed need especially during the initial stages of joining the club house. The transitional employment programme proved to be a very good tool to find social life, find occupation and routine and give a chance to get more job opportunities by increasing contacts/network with employers. When the participants get employment, their self-confidence and feeling about their personality goes high and gradually they start being financially independent. Most important end result of this program from the clubhouse is helping its members to reintegrate back to the society and most importantly to improve their wellbeing to even an extend of full recovery and regain self-identity. The supported and transitional employment is indicated by the box that embed everything inside it. We have drawn it in bold line to indicate the strength of the process which is the beginning of the whole process.

Figure 1: Summary of the research Findings



6.1 Limitations of the study

Like other researches, ours did not go without challenges. We were faced with some challenges which includes; Language barrier was one thing that we encountered because most of our participants were of Finnish natives and a couple of them were not very confident in speaking English. To overcome this challenge, we got assistant of a translator who helped our participant with the English words that could be missing.

At the beginning we also faced with communication breakdown as the email of our contact person had technical problem and as a result we missed two interviews because the email that she had sent to us did not go through. Luckily we were able to arrange for some other time and the interviews were successful.

In addition, the schedules of some of the interviewees conflicted with our school timetable and this we had to adjust to fit it in to enable us reach our target number of interviewees.

Despite the above challenges, we were able to conduct the interviews, we had sufficient time to ask questions, gathered all the required data both primary and secondary and we can conclude that it was a great learning opportunity.

6.2 Ethical considerations

Academic work, in whatever forms it maybe, requires ethical consideration. Therefore we have considered code of ethics throughout our research process. We understand ethics as moral principles that guided us throughout the whole research process. As described in the book student guide to research, ethical practice should be considered throughout the whole research process. (Oliver, Paul. Page 3). To do effect, we started to discuss with our teachers about the title of our research project, and also we discussed about it with the director of the clubhouse and asked advice and guidance on ethical issues to observe. For example we decided to use the term clubhouse members/interviewees to refer to our participants instead of using names. At the time of interview we also assured our participants about privacy, that is to say their identities will not be disclosed at any point of the research. We developed a consent form and let the participant read and explained to them if there is something that they did not clearly understand. In the consent, we asked for the permission to use voice recorder but assuring them that their voice will not be published. The consent letter also asked the permission and gave the information that the final product which is our thesis will be published on public domain. We had also agreement with the director of the unit that we shall send the copy of our thesis for them to read through and if there is something that they would find unethical we would be ready to change. During the transcribing, we noticed that there are some words that we could not publish despite the fact that they were told by our participants describing themselves to avoid disclosing identity.

7 CONCLUSION, SUGGESTIONS AND PROFESSIONAL DEVELOPMENT.

7.1 Further research

One of our participant felt that the clubhouse model that exist at the moment is too based on United State of America system. He explained that according to his own feeling the local registration should also be considered when starting clubhouses in other countries. Another participant mentioned that the Finnish system should consider doing more of rehabilitation programs like the transitional employment programs in order to help the mental health people. According to him, he felt that the current system that is there is based more on medication other that rehabilitation which he thinks is even more effective. Therefore some further research can be considered in the future to access the benefit of using other alternatives like rehabilitation instead of medication. In addition, it will be interesting to also access how applicable the current program is for people without severe mental illness. Here is his quotation;

I would like to ask the concerned department on mental health people to concentrate more on rehabilitation process other than just medicine treatment. To the people with similar condition as mine, I would like to advise them that personal attitude is very important when it comes to rehabilitation and healing process. (Interviewee 5).

7.2 Professional development and distribution of tasks

Working as a pair has both advantages and disadvantages but during our process we focus more on our individual strengths and also complement each other's weakness. From the start of the thesis process, we developed a plan as to what will be included in the thesis and divided the various topics each making research on your area and also making comments on the other individual's findings. We conducted the interviews together, transcribed separately but did the analysis

together. In addition we also learned that working as a team gives different perspective to issues and idea sharing was possible.

One main challenge we faced was managing time since outside school we both have some other engagements, therefore keeping to our planned schedule was not always possible. Another issue was the fact that we have different orientation, therefore sometimes we had different opinion about issues but most times we worked this out successfully.

Throughout the process we worked as a team. We did most of the work together on equal basis. We planned together the whole thesis process and agreed on the way out on how to complete it on time. Also together we participate equally together in primary data collection. After the data collection, we divided the task to go and transcribe the audio tape into writing on word document. After data was transcribed, we analysed the data together so that to fetch the ideas from each of us. Although we worked on equal basis we did not meet all the time, most of the time we divided tasks and plan for a meeting in the public library where we compiled the information and discuss on what to write and how to tackle the following tasks. All together we had eight meeting without including the meeting with the teacher and class presentations. We used modern technology platforms to communicate and share information. Despite going over the estimated time due to our private activities in our lives, the whole process was successful and we enjoyed working together.

Individual learning experience/development.

Germaine

This is my first biggest research project to conduct with a co-researcher. During this study, I have gained more knowledge on psychosocial disability and it has helped to enhance my analytical skills. I have learnt to act professionally with client especially in sensitive issue which entails confidentiality, building trust and respect. Working as a team has equally thought me how to be well structure, systematic, collaborative and open to criticisms and most of all respect my partners' opinion and values.

Language barrier has been the greatest weakness because at some point we seek the help of interpreter.

Samuel

Personally, I would say that this project has been very crucial in my academic life because it is my biggest project that I have ever done. I have developed professionally in a great deal. It came to my attention how important for example to practice professional ethics and keeping confidentiality. When we were signing the consent document, I felt more responsible and sensitive to other people's life matters. At the same time, listening to our participants during the interviews, it made me appreciate things like having a job and having a better health, some of the things that when a person is having them might take for granted. Through reading books for theoretical background, I have also gained more knowledge on social field sector. I will say from the idea paper to presenting the final thesis has been a continuous learning process, each phase adding up.

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APPENDIX 1

Question Guide

This appendix includes the questions that we asked during the interviews.

-How did you join the clubhouse?

We asked this question in order to get a little background of our participants.

-How would you compare your life before and after supported and transitional programme?

We asked this question in order to assess whether our participant's life and wellbeing have improved positively or it has depreciated.

- would you recommend this programme to somebody else? And why?

We asked this question in order to hear either the advantages or disadvantages of the programmes. At the same time the question would make the participant tell the part of the programmes that they either like most or do not like most.

- In your own words what would like to tell us? It is an open question you can also tell us in summary whatever you have in mind.

This question we asked as a way to give our participants a chance to summarise their story and also to give a chance for them to add something that we might not asked or that they have a chance to tell something that they wanted to but did not fall in the line of our questions.

In addition to this questions, we asked different clarifying questions based on how the interview flowed and the kind of answers that we got.

APPENDIX 2

LETTER OF CONCENT.

This form is to be completed by any individuals being asked to participate in the thesis project **EMPLOYMENT AS MECHANISM OF RE-INTEGRATION OF CLUBHOUSE MEMBERS INTO THE COMMUNITY**. Conducted by students of Diaconia University of Applied Science.

I give my permission to the DIAK's student to use the information that I provide to them during the interview for their thesis.

I also allow them to record the interview in audio form as their source of reference during the documentation.

I accept that the end product which is the thesis will be published in public via public websites.

I hereby grant the producers permission to use the information for educational and/or advocacy purposes via web-based and other digital/print mediums.

By signing this form I confirm that this consent form has been explained to me in terms which I understand.

I also understand that my personal identity will not be revealed in any way.

Date, Place, name and signature of interviewee

Date, place, name and signature of the interviewer.
