

EMPLOYMENT STRATEGIES TO SUPPORT INDIVIDUALS IN RECOVERY

Ginger Yanchar, LISW-S
Clinical Supervisor
Supported Employment Services
Community Counseling Center of Ashtabula County



EMPLOYMENT STRATEGIES TO SUPPORT INDIVIDUALS IN RECOVERY

Agenda

1. Prevalence
2. Evidence
3. Why Supported Employment?
4. Resources



PREVALENCE

In 2014, there were 7.9 million adults with AMI who met the criteria for an SUD in the past year. That's 18.2 percent of 43.6 million adults with AMI.

<http://www.samhsa.gov/data/sites/default/files/NSDUH-FRR1-2014/NSDUH-FRR1-2014.pdf>



PREVALENCE

Of the 21.5 million Americans 12 or older that had a substance use disorder in 2014, **1.9 million had a substance use disorder involving prescription pain relievers and 586,000 had a substance use disorder involving heroin.**

<http://www.asam.org/docs/default-source/advocacy/opioid-addiction-disease-facts-figures.pdf>

Substance Abuse and Mental Health Services Administration, Center for Behavioral Health Statistics and Quality. (2015). Behavioral health trends in the United States: Results from the 2014 National Survey on Drug Use and Health. Rockville, MD: Substance Abuse and Mental Health Services Administration. Available at



PREVALENCE

It is estimated that 23% of individuals who use heroin develop opioid addiction.

<http://www.asam.org/docs/default-source/advocacy/opioid-addiction-disease-facts-figures.pdf>

National Institute on Drug Abuse. (2014). Drug Facts: Heroin. Bethesda, MD: National Institute on Drug Abuse. Available at <http://www.drugabuse.gov/publications/drugfacts/heroin>



FOLLOW THE EVIDENCE

In 2008/2009

NEIGHBORING Mental Health Services in Lake County, participated in a research study through Case Western Reserve University that looked at: The impact of SE for Consumers with Co-Occuring Mental & Substance Use Disorders

<http://www.centerforebp.case.edu/stories/the-impact-of-supported-employment-for-consumers-with-co-occurring-mental-and-substance-use-disorders>



FOLLOW THE EVIDENCE

Key Findings/Competitive Employment:

- Almost half (46.9%) of consumers referred for SE services were competitively employed some time during the 12 month post-referral study period
- Consumers worked an average 352 hours over course of the study and earned a mean hourly wage of \$8.16/HR (Min wage in 2009 was \$7.25)



FOLLOW THE EVIDENCE

Key Findings/Referral to SE:

- Single best predictor of referral to SE was a history of previous employment – consumers with work histories were 5X more likely to be referred to SE services
- Consumers that self-identified as disabled were 50% less likely to be referred
- **Consumers with diagnosis of dependence were 3/5th less likely to be referred**



FOLLOW THE EVIDENCE

Key Findings/Competitive Employment 6 MOS Post Study Entry:

- Consumers with schizoaffective d/o, greater psychological distress, & those not referred for SE services were less likely to become employed
- Lack of work experience & self-identification as disabled were less likely to be referred and subsequently less likely to become employed
- **Consumers' substance use status was not a predictor of competitive employment**



FOLLOW THE EVIDENCE

Key Findings/Competitive Employment 12 MOS Post Study Entry:

- **There was a relationship between the consumers who entered employment and an increase in their empowerment score**
- **The rate of those who entered employment doubled when at least 30 minutes of SE services per month was utilized**
- **The odds of entering employment decreased as a client's perception of having adequate income increased**
- **Consumers' substance use status was not a predictor of time to employment entry**



FOLLOW THE EVIDENCE

Other Findings:

- Competitive employment rates in this study were significantly higher than for those who received SE than those of the control groups; and within the range found in other studies
- **This, coupled with the finding that substance use was not a deterrent to employment of consumers in this study, demonstrates that SE is an appropriate model for adults with co-occurring mental & substance use disorders.**



MORE EVIDENCE

“Research shows that people with dual disorders (i.e., a co-occurring mental illness and substance use disorder) are successful in supported employment programs and that employment can be a crucial step in their recovery. Based on experience observing supported employment services for 15 years, we propose practice guidelines for people with dual disorders.”

PsycINFO Database Record (c) 2015 APA, all rights reserved)
Supported Employment for People with Co-Occurring Disorders.
Becker, Deborah R.; Drake, Robert E.; Naughton Jr., William J.
Psychiatric Rehabilitation Journal, Vol 28(4), 2005, 332-338.
<http://dx.doi.org/10.2975/28.2005.332.338>



MORE EVIDENCE

Overall Findings from 22 Randomized Controlled Trials/Studies @ Dartmouth University (Mental & Dual Disordered Consumers)

- All 22 studies showed a significant advantage for SE/IPS
- Mean competitive employment rates for the 22 studies:
 - 56% for IPS
 - 23% for controls



MORE EVIDENCE

Four Trends in IPS Research

- ① Expanding the evidence base
- ② Assessing applicability of IPS for target subgroups
- ③ **Extending IPS to groups beyond people with severe mental illness**
- ④ Developing strategies to disseminate, implement, sustain, and expand IPS

<http://www.dartmouthips.org/resources/trainers/training-tools-about-ips-supported-employment/>



MORE EVIDENCE

Expanding SE/IPS to new populations

- Veterans re-entering civilian life
- TANF recipients
- Primary care patients
- People with:
 - Spinal cord injuries
 - Traumatic brain injury
 - **Substance use disorders**
 - Common mental disorders

<http://www.dartmouthips.org/resources/trainers/training-tools-about-ips-supported-employment/>



MORE EVIDENCE

Expanding SE/IPS to new populations

- Most studies in very early stages
- Possibilities are exciting, but caution advised until research completed

<http://www.dartmouthips.org/resources/trainers/training-tools-about-ips-supported-employment/>



MORE EVIDENCE

“Steady employment
promotes improvement
in other life domains”

<http://www.dartmouthips.org/resources/trainers/training-tools-about-ips-supported-employment/>



SUPPORTED EMPLOYMENT WORKS!

SE/IPS Practice Principles

1. Zero Exclusion
2. Integrated Employment & Treatment
3. Competitive Jobs
4. Rapid Job Search
5. Systematic Job Development
6. Time-Unlimited Support
7. Consumer Preferences
8. Benefits Planning

For research and resource information:
www.centerforebp/case/edu
<http://www.dartmouthips.org/>



SUPPORTED EMPLOYMENT WORKS!

Why SE Strategies Work

- Inclusionary
- Promotes systems working together
- Community integration
- Unconditional support
- Person-centered service



SUPPORTED EMPLOYMENT WORKS!

Successful programs share several approaches:

- 1) Encourage employment
- 2) Understand substance abuse as part of the vocational profile
- 3) Find a job that supports recovery
- 4) Help with money management
- 5) Use a team approach to integrate mental health, substance abuse, and vocational services.

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338. <http://dx.doi.org/10.2975/28.2005.332.338>



SUPPORTED EMPLOYMENT WORKS!

Considerations when helping persons in addiction recovery seek and maintain employment:

- Current use patterns
- Be aware of all other big life changes/goals/requirements that may be occurring at the same time i.e. housing, relationships, children, treatment, legal, AA/NA – may need to help prioritize
- Timing of referral is important



SUPPORTED EMPLOYMENT WORKS!

Considerations when helping persons in addiction recovery seek and maintain employment:

- How to answer legal history questions on job applications
- How to talk about legal backgrounds during interviews
- Letter of explanation



SUPPORTED EMPLOYMENT WORKS!

Considerations when helping persons in addiction recovery seek and maintain employment:

- Triggers, i.e. paycheck, certain work settings
- Shifting from other (illegal) trades and salary to competitive wages and work
- Federal Bonding Program
- Work Opportunity Tax Credit



FOLLOW THE EVIDENCE

- Improve quality of services to consumers
- Improve job outcomes for consumers
- Improve recovery for consumers



RESOURCES

- The Center for Evidence Based Practices @ Case Western Reserve University:
www.centerforebp/case/edu
- The Dartmouth Supported Employment Center:
<http://www.dartmouthips.org/>
- The Work Opportunity Tax Credit (WOTC):
<http://jfs.ohio.gov/wotc/index.stm>
- Federal Bonding Program:
http://www.drc.ohio.gov/web/OJL_bonding.htm
- Ginger Yanchar @ Community Counseling Center of Ashtabula County: ginger.yanchar@cccohio.com

