



The Impact of Employment on Recovery

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WORK IS RECOVERY

○ INCREASES

- Amount of income
- # of hours worked
- Management of symptoms
- Independent living
- Self-esteem

○ DECREASES

- Unemployment
- Dependence on public systems
- Hospitalizations
- Symptoms
- Stigma

Zero Exclusion

- Have experienced job loss(es) in the past
- Are still experiencing symptoms of mental illness
- Experience cognitive impairments (e.g., memory, problem-solving difficulties)
- **Are still using alcohol or other drugs**
- **Have a criminal history**
- Do not know how to fill out an application or talk to employers
- Do not have previous job training or work experience

Integrated Treatment & Employment

- SE/IPS is integrated with (embedded in) treatment services.
- Employment specialists work closely with treatment professionals to help people achieve their employment goals.
- Team members openly discuss and find solutions for issues that affect work and recovery, such as the following:
 - Medication side effects (e.g., drowsiness)
 - Persistent symptoms (e.g., hallucinations)
 - Cognitive difficulties (e.g., problem-solving skills)
 - Other rehabilitation needs (e.g., social skills, transportation, childcare)

Competitive Employment

- Employment specialists help participants find regular part-time or full-time jobs that pay a minimum wage or more.
- SE/IPS endorses competitive jobs for several reasons:
 - Participants like them more than sheltered work.
 - Competitive jobs reduce stigma and discrimination by enabling participants to work side-by-side with people who do not have disabilities
 - Competitive jobs promote self-sufficiency, financial stability, and career advancement
 - Support positive self-worth

Rapid Job Search

- As soon as people express an interest in employment, treatment team members connect them with employment specialists
- Within two to three weeks, specialists are helping consumers:
 - explore the job market
 - fill out applications
 - interview with potential employers.
- Specialists do not require individuals to complete pre-employment assessments, training, workshops, and intermediate work experiences
- A rapid job-search honors participant's desire to work

Systematic Job Development

- Getting to know employers helps people find jobs that meet their strengths, needs, abilities, and preferences
- Employment specialists build relationships with employers through planned in-person contacts over time that enables specialists and employers to work together to find the right fit (or match)
- Employment specialists use the job preferences of the participants and look for many different opportunities with each employer
- Employment specialists keep themselves attuned to:
 - the quality of work environments
 - the potential for flexible hours
 - the potential for workplace adjustments that will accommodate individual strengths, skills, symptoms, and barriers including criminal history

Time-Unlimited Support

- Follow-along services help people through their work and recovery journeys for as long as they want or need them
- Supports are provided by employment specialists, case managers, other treatment providers, and by *natural supports*, including family members, friends, co-workers, and other peers
- Examples of follow-along services include
 - On-the-job supports (e.g., job coaching)
 - Job transitions (e.g., to new roles within a business, to new jobs at different businesses).
- The goal of time-unlimited support is to help individuals become as independent as possible

Participant Preferences

- Employment specialists keep their attention focused on the employment goals of people they serve and do not impose their ideas or plans
- Treatment providers along with employment specialists utilize motivational approaches to help individuals identify their personal strengths, skills, and job interests
- Participants who find jobs that *they* want tend to experience a higher level of satisfaction and tend to keep their jobs longer
- Individual preferences guide all aspects of the employment process, such as
 - Job searches
 - Decisions to disclose personal issues to employers or not
 - Level of ongoing support from service providers

Benefits & Work Incentives Planning

- It is important for participants to know how their jobs (earned income) might impact benefits such as:
 - Medicaid
 - Supplemental Security Income (SSI)
 - Social Security Disability Insurance (SSDI)
 - Housing subsidies To help people make informed choices about their financial futures, employment specialists and other service providers learn the basics of benefits information. They also
- Help participants understand benefits requirements and available work incentives to increase income from employment
- Qualified benefits planners will:
 - calculate the impact that employment income has on benefits
 - Assist with reporting of income to different benefits providers
 - Assist with identifying and documenting available work incentives

Forensic Peer Support

- Trained Peer Specialists
- Understand the impact of the culture of incarceration on behavior
- Recognition of trauma prevalent among this population
- Serve as a credible role model to counter the stigma and discrimination
- Instill hope in the possibility of recovery

Job Duties of Forensic Peers

- Assist participants to engage in treatment
- Anticipate social and financial challenges based on personal experience
- Assist with maintaining adherence to conditions of supervision (probation & parole)
- Advise and coach on job related barriers
- Provide insight to treatment staff on participant strengths, needs and preferences

TVBH Forensic Peer Program

- Role Models for Risk Free Effective Behaviors
 - Role-playing, past experience, develop coping skills (community outings)
- Unique Communicators between Consumers and the Professional Staff
 - Lingo from “real life knowledge”
 - Similar experience (trauma)
- Identifiers and Innovators for Improved Consumer Care Procedures
 - “what worked” and “what didn’t”
- Mediators during Complaint or Grievance Resolutions
- Mentors and Teachers for Self-Advocacy Skills

COVA IPS & Peer Support

- Forensic and AOD population
- Collaboration with:
 - Community Correctional Facility
 - Special Docket Courts
 - Probation Incentive Program
 - Treatment Providers
- IPS Employment Services
 - Embedded with Employment Specialists
 - Engagement, Mentoring, Coaching, Follow Along

Funding Employment Services

- Opportunities for Ohioans with Disabilities
 - Population and time constraints
 - Collaboration on funding services
- County Mental Health and Recovery Services Boards
 - Funds for treatment are not always sufficient
 - High cost services (crisis & hospitalization)
- Grant funding
 - Time limited for sustainability
 - Good option for start up funds
- Medicaid
 - Submitted to Center for Medicare & Medicaid Services
 - Identified a small number of beneficiaries who may be eligible for voluntary services (IPS and Peer Support)

IPS in Recovery Services

- the Center for Evidence Based Practices is responding to some Ohio Board leadership to adapt SE/IPS principles
- Pilot programs with this client population are beginning in FY17

RESOURCES

- The Center for Evidence Based Practices
 - Case Western Reserve University
 - www.centerforebp/case/edu
- Peer Support within Criminal Justice Settings: The Role of Forensic Peer Specialist
 - Davidson and Rowe (May, 2008)
- The Impact of Forensic Peer Support Specialists on Risk Reduction and Discharge Readiness
 - Short, Woods-Nyce, Cross, Hurst, Gordish and Raia (2012)