Arizona State University
Center for Applied Behavioral Health Policy
and
The Pacific Southwest Addiction Technology Transfer Center
12th Annual Summer Institute

The Next Generation of Health Care Systems.

West Yavapai Guidance Clinic
Opportunity Knocks in Sobriety
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Is Opportunity…Knocking at your door?

• Employment is a key factor in recovery
• How WYGC offers vocational services
• Feedback that has been received
• Research and data references to support vocational treatment method
• How vocational goals can decrease relapse, increase recovery success and improve wellness from a holistic approach.
Will you answer?

Open to all regardless of;
- Age
- Sex
- Religion
- Ethnicity/cultural background
- Differently-abled abilities
- Employment/Volunteer Experience
- Educational background
- Goals
- Income
- Family support
- Criminal Background
- Alcohol/Drug History
- Weaknesses
- Fears

Opportunity Knocks is a vocational program that is offered and at times unexpectedly introduced to many including Adults Outpatient, Adults Inpatient, Children, CD-Residential, with Mental Health/Severe Mental Illness/Substance Abuse diagnosis.
Chemical Dependant Residential Unit

28 day Residential Treatment Program with focus groups;

- Sobriety – recovery tools, 12 step, sponsor, avoid H.A.L.T (hungry, angry, lonely, tired)
- Healthy Living – yoga, nutrition, healthy relationships
- Making positive changes – environment, people
- Support Networks – Religious, NA/AA meetings
- Stories – What has not killed you, made you stronger!
- Wellness Recovery Action Plan (WRAP) for Employment
- Biological and neurological effects of use and addiction

*Learn to Live or Live to Learn*
What we are doing at WYGC

- Vocational Training Introduction in CD - residential
- Group participation in job readiness skills
- Individual goal setting
- Resume writing
- Skill building
- Application tips and personality assessment training
- Social Security Benefits Counseling
- Mock Interviews (flip cam)
- Rehabilitative Service Administration – Coordination
We will keep doing

- Educational promotion
- Financial aid/Scholarship applications
- Career exploration
- Criminal charges; review, dismissal, sealing (juvenile)
- Free credit report review and printed record
- Financial assistance through Grant donations to purchase interview clothing, dress shoes, glasses, day planner, etc.
- Job Coaching
- Employment Specialist/Job Development
- On the job training and coaching
Vocational Services Continued

From whence they came they may return;

Majority of Client are from and will remain at West Yavapai Guidance Clinic but we provide contact information for Vocational Specialist in area of residence for each client.

Vocational referrals don’t stop in Prescott
Shame is to Forgiveness as Weakness is to Strength

- Time Management
- Coordination
- Planning
- Budgeting
- Diplomacy
- Respect
- Etiquette
- Motivation/Dedication
- Prioritizing
- Communication
- Hard Work
- Over achieving
- Bravery
- Saving
- Patience
- Thoughtfulness
- Respect
- Transportation
- Jargon
- Team Player when necessary
2011 OKES request from CD-R

- March
- April
- May
- June

Education
Employment
None
The new endeavors

- Mental health treatment
- Physical illness or injury
- Severe Mental Illness services
- Self medicated or as prescribed
- Health Care cost
- Families to support
- Fight or Flight
- Criminal Background
- Communication skills
- Appropriate Boundaries
Thinking Outside the Box

- Loosing employment due to addiction
- Gainful employment after residential treatment
- Learning transferable skills
- Utilizing strengths and abilities
- Keeping employment
- Changing the lifestyle
Barriers to Vocational Training

- Residential vs. Voluntary
- Learning vs. Knowing
- On going support
- No requirement
- Master in the streets
- Free services
- Triggers
- Environment

- Family
- Friends
- Time
- Discouraged
- Frustrating
- Desperation
- Fear
- Being your own worst enemy
Cycle of Addiction

Alcohol/Substance abuse

Institutions or Jail

Rejection, fear, loss, shame
Circle of Vocational Growth

Recovery

Family, happiness, employment, wellness  Growth, advancement, learning
Surpassing the Rap sheet

- Creating realistic vocational/educational goals
- Exploring goals and the expectations of a title
- Researching careers through ONET
- Remain focused on Sobriety

The Need’s
- Physiological - water, air, food and sleep
- Security - steady employment, health insurance, safe neighborhoods and shelter from the environment
- Social - friendships, romantic attachments and families or involvement in social, community or religious groups
- Esteem - self-esteem, personal worth, social recognition and accomplishment
- Self-actualizing - self-aware, concerned with personal growth, less concerned with the opinions of others and interested fulfilling their potential.
Fulfilling Potential with Maslow

The Need’s

- Physiological
- Security
- Social
- Esteem
- Self-actualizing

The Need's Levels:

1. Physiological Needs: Water, air, food, and sleep.
2. Safety Needs: Employment, health insurance, safe neighborhoods, and shelter.
3. Social Needs: Friendships, romance, family, social, community, or religious groups.
What the research shows!

U.S. Census Bureau

- Employment rates;
  
  non-substance-using population
  - 72% in 1980
  - 77% in 1991
  
  With substance abuse

- Urban Institute study found that welfare recipients who have substance-abuse-related problems, 15% work full time year around, compared with 22% of all recipients.

- Pavetti, Young and Gardner found improvements in employment rates of 60% among certain groups that completed treatment.

- Ohio study found 60% decline in absenteeism among working client in treatment and 15% reduction in client receiving public assistance.

- Regardless of educational background, unemployment rates are much higher for people with substance abuse disorders than general population.
More research

- Alcohol and Drug Studies (ADSS, 1996) associated vocational services with a 2.5% increase in probability of abstinence at an $883 increase in cost per admission.

- ADSS Indicate Vocational Rehabilitation is a cost effective contributor to other goals of addiction treatment.

- National Household Survey on Drug Abuse revealed 13.8% unemployed adults were substance users, compared with 6.5% full time employed adults.
Fact or Fiction

- The Rehabilitation Act of 1973 and The American Disabilities Act of 1992 offer protection and eligibility to individuals with a substance abuse disorder?

- In the United States 65 million adults, need not apply for employment due to criminal backgrounds?
Final Words of Gratitude

“I never knew I could my skills from addiction as strengths”

“This is my fourth time in a residential, trying to get clean but I have never learned about this kind of help before.

“I am working on my sobriety first but I have your number saved and will be looking for work soon. Can I call you?”

“I really want to go back to school but I thought with a drug conviction I was not allowed.”

“I have never had a resume and never seen this kind of paper before. Thank You”

“It has been so hard to get work because of my felonies, I know that with help from this program I will be able to work.”
References


• Young N.K., M.S.W., Ph.D. (2000) *Integrating Substance Abuse Treatment and Vocational Services, Treatment Improvement Protocol (TIP) Series. Substance Abuse and Mental Health Services Administration Center for Substance Abuse Treatment.* Rockville. DHHS Publication No. (SMA) 02-3746