

# BEYOND RECOVERY FOCUS ON EMPLOYMENT

Kentucky School of Alcohol and Other Drug Studies  
July 14, 2013

Presented by:  
Carmella P. Yates, Ph.D.

---

---

---

---

---

---

---

---



*Heigh Ho...*

---

---

---

---

---

---

---

---

- Money \$\$\$
- Benefits
- Social network
- Feeling productive & valued
- Stimulation & challenge
- Identity
- Structure to life
- Positive role model

**Why we work**

---

---

---

---

---

---

---

---

- Reductions in substance use were associated with increases in economic autonomy for women attending long-term residential treatment.
  - Gregoire & Snively (2001)
- Exposure to treatment was associated with a greater likelihood of becoming employed and with increased earnings for those who became employed.
  - -- Wickizer, et.al. (2002)

**What the research shows**

---

---

---

---

---

---

---

---

- Employment before or during substance abuse treatment predicts both longer retention in treatment and the likelihood of a successful outcome.
- Employment helps moderate the occurrence and severity of relapse.
  - Platt (1995)

---

---

---

---

---

---

---

---

Figure 1 Table. Primary Substance of Abuse, by Employment Status: 2006

Primary Substance of Abuse	Full Time	Homemaker	Unemployed	Labor Force Dropout	Disabled
Alcohol	58%	35%	39%	39%	46%
Opiates	11%	18%	21%	25%	19%
Cocaine	9%	14%	16%	20%	17%
Marijuana	13%	14%	12%	9%	8%
Stimulants	5%	9%	7%	5%	4%
Other	4%	10%	5%	2%	6%

Substance Abuse and Mental Health Services Administration, Office of Applied Studies. (March 20, 2008). The DASIS Report - - Employment Status and Substance Abuse Treatment Admissions: 2006. Rockville, MD.

---

---

---

---

---

---

---

---

- Criminal record
- Poor education/training
- Sporadic work histories
- Mental/physical health problems (pregnancy)
- Lack of transportation
- Lack of childcare
- Bias in community
- Low motivation/learned helplessness

**Barriers to Employment**

---

---

---

---

---

---

---

---

**ADDRESSING  
THE  
CRIMINAL RECORD**

---

---

---

---

---

---

---

---

92% of employers conduct criminal background checks.

REVIEW  
REVIEW  
REVIEW

---

---

---

---

---

---

---

---

**Fair Credit Reporting Act**  
Your client can dispute what is in the record.

- Misclassification of crimes
- Multiple listings of same offense
- Failure to report exonerations/dropped or amended charges
- Lack of distinction between arrests and convictions

---

---

---

---

---

---

---

---

**EXPUNGEMENT**

- Misdemeanors & Class D felony drug possession – Can request 5 yrs after conviction (7 if probation applied) with no new charges.
- Acquittals & dismissals – 60 days after acquittal/dismissal.

---

---

---

---

---

---

---

---

Court certified document declaring that a person is now obeying the laws of the land and demonstrating good moral character.  
Restores civil and political rights of citizenship to ex-felons who have proved their rehabilitation.

Not available in Kentucky 

**CERTIFICATE OF REHABILITATION**

---

---

---

---

---

---

---

---

Discrimination based on criminal records:

EEOC guidelines - In order not to discriminate racially/ethnically employer must consider:

- The nature and gravity of the offense
- The nature of the job
- Must give applicant opportunity to explain circumstances and mitigating factors.

**TITLE VII**

---

---

---

---

---

---

---

---

---

---

**AMERICANS WITH DISABILITIES ACT**

“An employer may not discriminate against a person who has a *history* of drug addiction but who is not currently using drugs and who has been rehabilitated.”

*An employer may ask whether an applicant drinks alcohol or whether he/she is currently using illegal drugs.*

*They cannot ask whether an applicant is a drug abuser or alcoholic or if he/she has ever been to drug or alcohol rehab.*

**DISCRIMINATION BASED ON ADDICTIONS**

---

---

---

---

---

---

---

---

---

---

To address the other barriers –  
Let’s talk about Chrysalis House




---

---

---

---

---

---

---

---

---

---

- Job Club
- GED tutoring
- Basic & Advanced Computer Skills
- Dress
- Transportation
- Child care
- Budgeting
- Job placement assistance
- Cottage industry

**THE CH EMPLOYMENTPROGRAM**

---

---

---

---

---

---

---

---

**EQUIPMENT**

- 12 desktop computer stations
- Internet access
- Projector & screen
- Microsoft and other software licenses



**STAFF**

- FT Job Readiness Coordinator
- PT Job Readiness Assistant
- PT Computer Teacher
- PT Case Manager

**FUNDING**

---

---

---

---

---

---

---

---

- Vocational Rehabilitation
- Fayette County Probation & Parole
- GEMS
- Job skills providers
- Employers



**NETWORKING**

---

---

---

---

---

---

---

---

At admission:

- Education attained
- Specific job training/job skills
- Longest FT employment
- Employment pattern over last 3 yrs
- Income preceding 30 days

At entrance to Job Club:  
Interest & Aptitude Assessment

**SCREENING & ASSESSMENT**

---

---

---

---

---

---

---

---

- 2 hours/week for 8 weeks
- Follows the REXO Model  
Re-integration of Ex-Offenders) The U.S. DOL & DOJ prisoner reentry initiative that brings together businesses, faith-based and community organizations.
- Topics include:
 

Identifying personal strengths	Resume development
Interviewing skills	Job search
Workplace etiquette	Job retention skills
Career development	

**JOB CLUB**

---

---

---

---

---

---

---

---

**Don't lie** – but, only answer what is asked.  
E.g., "Have you ever been convicted of a crime?" vs. "Have you ever been arrested?"

Explain mitigating circumstances.

Frame the treatment experience as a transition.  
Place difficulties firmly in the past.

Emphasize rehabilitation, vocational training, education, employment experiences, community service performed, successful treatment.

**PRACTICE PRACTICE PRACTICE PRACTICE**

**SAMPLE SESSION- INTERVIEWING**

---

---

---

---

---

---

---

---

**GED**

- County Adult Education Center
- KY Virtual Adult Education
- In-house tutoring

**SKILLS TRAINING**

- Manpower
- KY Office of Training & Re-employment
- Voc Rehab

**EDUCATION**

---

---

---

---

---

---

---

---

**“I want  
to go back  
to college.”**

**EDUCATION**

---

---

---

---

---

---

---

---

**BASIC**  
Hardware; Keyboarding; Internet;  
Communication; Microsoft Word

**ADVANCED**  
Microsoft Excel; Access; PowerPoint

**COMPUTER SKILLS TRAINING**

---

---

---

---

---

---

---

---

God's Closet                      Red Bird Mission  
 Dress for Success  
 Salvation Army                      The Closet  
 Family Resource Center  
 God's Helping Hands                      Goodwill  
 Grace Now                      Kiwanas Clubs  
 KY River Foothills  
 Inner Faith                      Christian Social Services  
 St. Vincent De Paul  
 Love My Neighbor                      Hope Ministries  
 Community Action Council  
 Salvation Army                      United Ministries  
 A ZILLION CHURCHES

**CLOTHING**

---

---

---

---

---

---

---

---

---

---

**Financial Assistance**

Banking  
 Budgeting  
 Credit Repair  
 Saving  
 Taxes

**Counseling**  
 Money as a trigger

**MONEY**

---

---

---

---

---

---

---

---

---

---

DEVELOPING A NETWORK  
 OF COMMUNITY EMPLOYERS

Job Fairs  
 One-on-one meetings  
 One contact  
 Client matching  
 Drug screens  
 Federal Bonding

**JOB PLACEMENT ASSISTANCE**

---

---

---

---

---

---

---

---

---

---

Structured Hours  
PACE Site  
Cottage Industries

**HIRING YOUR CLIENTS**

---

---

---

---

---

---

---

---

Job Readiness Department  
Criminal record review; Interest & aptitude assessments; GED testing & tutoring; Job Club; Computer Training; Networking with Employers; Cottage Industries; Bonding

Case Managers  
Physical Health Coordination; Clothing; Transportation; Drug Testing; Child Care

Primary Therapists  
Motivational Enhancement; Learned helplessness; Boundaries; Triggers for relapse

**THE TEAM APPROACH**

---

---

---

---

---

---

---

---