BEYOND RECOVERY
FOCUS ON EMPLOYMENT
Kentucky School of Alcohol and Other Drug Studies
July 14, 2013

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Why we work

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

Heigh Ho...
• 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)

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<table>
<thead>
<tr>
<th>Substance</th>
<th>Full Time</th>
<th>Homemaker</th>
<th>Unemployed</th>
<th>Labor Force Dropout</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alcohol</td>
<td>58%</td>
<td>35%</td>
<td>38%</td>
<td>38%</td>
<td>40%</td>
</tr>
<tr>
<td>Opiates</td>
<td>7%</td>
<td>15%</td>
<td>21%</td>
<td>27%</td>
<td>19%</td>
</tr>
<tr>
<td>Cocaine</td>
<td>7%</td>
<td>14%</td>
<td>19%</td>
<td>26%</td>
<td>17%</td>
</tr>
<tr>
<td>Marijuana</td>
<td>13%</td>
<td>14%</td>
<td>12%</td>
<td>8%</td>
<td>6%</td>
</tr>
<tr>
<td>Stimulants</td>
<td>5%</td>
<td>9%</td>
<td>7%</td>
<td>5%</td>
<td>4%</td>
</tr>
<tr>
<td>Other</td>
<td>4%</td>
<td>10%</td>
<td>9%</td>
<td>2%</td>
<td>6%</td>
</tr>
</tbody>
</table>

Barriers to Employment

- 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

ADDRESSING THE CRIMINAL RECORD

92% of employers conduct criminal background checks.
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**

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**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**

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

![Chrysalis House Logo]
THE CH EMPLOYMENT PROGRAM

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

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

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

COMPUTER SKILLS TRAINING

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

ADVANCED
• Microsoft Excel; Access; PowerPoint
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
HIRING YOUR CLIENTS

Structured Hours
PACE Site
Cottage Industries

THE TEAM APPROACH

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