# BEYOND RECOVERY FOCUS ON EMPLOYMENT

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- 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)

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 Interviewing skills Workplace etiquette Career development Resume development Job search Job retention skills

#### **JOB CLUB**

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

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

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

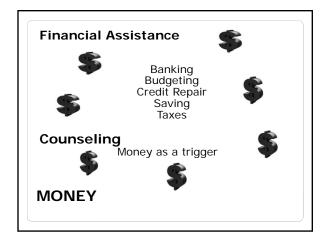
ADVANCED

Microsoft Excel; Access; PowerPoint

**COMPUTER SKILLS TRAINING** 

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

# CLOTHING



# 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