
Department of Psychiatric Rehabilitation and Counseling Professions
The importance of employment to recovery and employment services as a therapeutic intervention.

June 10-11, 2014

OCEACT Conference 2014: First Annual Conference on Assertive Community Treatment

Department of Psychiatric Rehabilitation and Counseling Professions
• Identify and explain definitions of recovery

• Recognize how relapse and healthy risk taking are often aspects of a person’s recovery journey

• Identify and discuss employment services

• Develop attitudes, values and beliefs to support person served toward career goals

• Acknowledge that Employment is therapeutic
Integrated Employment Institute

Mission

• To improve employment opportunities for individuals with psychiatric disabilities
  – Training
  – Technical Assistance
  – County Consortia
  – In-vivo Training
Let’s Talk About the Buzz Around Assertive Community Treatment
Assertive Community Treatment

Teamwork

Clinicians & Peer Providers

*Increased Engagement Intervention*
Clinical Recovery versus Personal Recovery
Balancing the Medical Model & Wellness Approach

• Clinical Recovery

Improved symptoms, reduced hospital stay, reduction in usage of clinical services, reduction in medication.
Personal Recovery

- Reclaiming one’s life after a diagnosis, having new expectations for one’s life, learning to “live with” an illness, achieving and working toward a valued social role—especially worker.

“Most consumers are motivated to work, provided they perceive that the professionals helping them also embrace the belief in the importance of work and genuinely believe that they can work.”

-Rogers, Walsh, Masotta and Danley, 1991
Eight Dimensions of Wellness

- Physical
- Occupational
- Environmental
- Spiritual

- Emotional
- Social
- Intellectual
- Financial


Why Value Vocational Plans?

**George’s Story:**
Why choosing work instead of a scheduled psychiatrist appointment was a “no brainer” for me at age 24.
POLICE REPORT

Police: Man damaged cars

WILLINGBORO- A township man was arrested last night after he smashed the headlights and windows on three cars parked in the lot of the Cathedral of Love Church on Rancocas Road, police said.

George Brice, 24, of Peppermint Lane was charged with three counts of malicious damage to property and was placed in Burlington County Jail in Mount Holly after failing to post $3,500 bail, police said.
Police Report

“The incident occurred at about 10:20 p.m. police said, and after the incident, the suspect apparently wandered over to a neighboring ball field to watch a baseball game.”

“The owners of the cars, who were inside the church at a worship service when the incident occurred, pointed the suspect out to police, and he was arrested, police said.”

Off medication for about 3 weeks
CONSIDER:

• Would it have made a difference if George was referred to late afternoon/evening medication monitoring services?

• What other strategies could you have brainstormed to prevent George from having to choose between a paycheck and his treatment?
What are Evidence-Based Practices? - SAMHSA

- Services that have consistently demonstrated their effectiveness in helping people with mental illnesses achieve their desired goals

- Effectiveness was established by different people who conducted rigorous studies and obtained similar outcomes
What Is Supported Employment? - SAMHSA

• Supported Employment helps people with mental illnesses find and keep meaningful jobs in the community

• The jobs exist in the open labor market, pay at least minimum wage, and are in work settings that include people who are not disabled

Eligibility Is Based on Consumer Choice

• All consumers who want to work are eligible for Supported Employment

• Consumers are not excluded because of severity of symptoms, substance use, diagnosis or recent hospitalizations
Supported Employment Is Integrated with Mental Health Treatment - SAMHSA

• Employment specialists coordinate services with other mental health practitioners (for example, case managers, therapists, psychiatrists, etc.)

Competitive Employment Is the Goal

• Employment specialists help consumers find jobs that exist in the open labor market and that pay at least minimum wage, including part-time and full-time jobs

• Consumers are not steered into sheltered jobs (jobs that are set aside for people with disabilities and that may not pay minimum wage) but work in community settings with people who do not have disabilities
Personalized Benefits Counseling Is Important – SAMHSA

• Employment specialists help consumers understand how benefits (such as Social Security or Medicaid) are affected by working so they can make informed decisions about starting or changing jobs

• Most consumers are able to work and continue to receive some benefits

Job Search Starts Soon After Consumers Express Interest in Working

• Employment specialists help consumers start looking for jobs within 1 month after they start the program
SAMHSA

• Pre-employment assessment, training, and counseling are not required and are kept to a minimum

Follow-Along Supports Are Continuous

• Employment specialists continue to stay in regular contact with consumers and (when appropriate) the employer—without arbitrary time limits

• Consumers are never terminated from Supported Employment unless they directly request it
Consumer Preferences Are Important – SAMHSA

- Employment positions are found based on consumers’ individual preferences, strengths, and work experiences
- Job finding is not based on a pool of jobs that are available or set aside specifically for consumers

Summary

- People with mental illnesses do want to work and can work in competitive jobs
- Programs following evidence-based principles of Supported Employment have better outcomes
- Programs must address financial and organizational barriers to be successful
What is Supported Education? – SAMHSA

• Current research shows that Supported Education has demonstrated results. While more research is needed, Supported Education services show promise of becoming an evidence-based practice.

• A promising practice that helps people with mental illnesses, who are interested in education and training, return to school.
Unemployment is **Bad** for Wellness

- Vicious cycle of inactivity
- Vicious cycle of poor health (mental and physical) associated with unemployment
- Poverty
- Works against community integration
- Downward spiral of lack of opportunity

Peggy Swarbrick, Ph.D., OTR, CPRP
“Employment is Good for Wellness,” June 24, 2008
Employment/Career Reduces Relapse

Department of Psychiatric Rehabilitation and Counseling Professions
Recovery Includes Relapse/ Institutional Barriers

• 10 hospitalizations (1980-2001) including (2) at Ancora State Hospital

• 2 time welfare recipient and food stamps

• Receiving Social Security at age 26 for (14) years

• Stop driving for 16 years
Volunteer Roles

- Catholic Charities- **Thrift Shop**, Partial Care Peer Facilitator, and **Self-help Center Facilitator**

- Collaborative Support Programs, of NJ., Inc. (CSPNJ)- **Self-Help Center Facilitator**

- The Mental Health Association in Southwestern NJ (MHASWNJ)- **Certified Police Instructor**
Peer Paid Roles

• CSPNJ- Institute for Wellness and Recovery Initiatives- Wellness and Recovery Coordinator

• MHASWNJ- Boarding Home Outreach and Self-Help Center Manager

• Catholic Charities – Janitorial services
A Turning Point - 9/11 Crisis Counselor
Healthy Risk-taking

- 2002 Despite a State Vocational Rehabilitation Counselor telling me not to work full time based on my gapped work history I pursued full-time employment anyway, and since 2002 working mostly full-time
Peer Support

- I share this message here like Ed, from CSPNJ. He shared at the partial care program I was attending in 1989 (I was almost 28 years old)

“It is so important that we hold the hope that people we work with and care about can and should be supported to continue their education and pursue competitive employment so they are not entrenched in the poverty trap.”
Motivation

I continue to struggle a bit with residual symptoms and negativity related to stigma.

However, working, and making changes in the mental health system, has fueled my own recovery journey.
Let’s Strengthen Social Inclusion!

This is the closest that I want to get to politics: *only to sit at the governor’s desk!*
Contact Information

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