Using Individual Placement and Support (IPS) with Con Rep and Re-Entry Populations

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Getting Present with the Topic...

Mindfulness

Strive to focus on the present
What is the Conditional Release Program?

- The forensic Conditional Release Program (CONREP) is the California Department of State Hospitals' statewide system of community-based services.

- The goal of CONREP is to ensure public protection in California communities while providing an effective and standardized outpatient treatment system.

- Clients are identified as:
  - Mentally Disordered Offenders, or
  - Found Not Guilty by Reason of Insanity (1026)

- as defined:
  mental illness of such a severe nature that a person cannot distinguish fantasy from reality, cannot conduct her/his affairs due to psychosis, or is subject to uncontrollable impulsive behavior. Insanity is distinguished from low intelligence or mental deficiency due to age or injury.

- Program is Court ordered

- Mandated treatment for a minimum of one year

- County Providers go to hospitals for regular client visits during the year before they are discharged to ConRep
ConRep Clients Enrolled in IPS Services

- Taken from FY 2016 – 2018
- 10 clients open and seeking work, 4 clients closed but working, 50% of total Con Rep caseload of 28 involved with IPS
- Average age 56
- 90% male, 10% female
- 7 out of 10 clients held at least one job during the year
- Average salary: $13.27 (range: $10.50-$14.00/hr.)
- Examples of jobs held: Dressing room attendant; Retail Store Clerk; Oil Change Technician, Security/Event staff; Hardware Sales; Warehouse Assembly Worker; Cook; Car Wash Attendant
Psycho-Social Challenges of Re-entry

- Traumatic and demeaning prison experience
- Stigmatizing and skeptical societal perspective
- Insufficient social support
- Lack of preparation for reintegration
- Limited education
- Limited work history and opportunities
- Insufficient or no accommodations to get established
Take turns sharing your 1\textsuperscript{st} job story with a neighbor. What did you do, and what did you like or not like about that work?

How would it have been a different experience if those around you projected low expectations vs. only supported your strengths?
Alameda County Behavioral Health Care’s Efforts on Quality Improvement and Incorporation of Evidenced Based Practices

- Quality Improvement vs. Quality Assurance
- Results Based Accountability
  - How much did we do?
  - How well did we do it?
  - Who is better off?
- Individual Placement and Support
- Motivational Interviewing/Stages of Change
- TMACT – Tool for Measuring Assertive Community Treatment
- Trauma Informed Treatment
Motivational Interviewing (MI) – Foundation of IPS

- What is Motivational Interviewing (MI)?
- Spirit of MI – A way of being with people
- Stage matched engagement
- Tapping into intrinsic motivation
- Reduce resistance
- Tip toward change
- ALWAYS holding hope...
Characteristics of IPS

- It is an evidence-based practice with over twenty years of research proving its effectiveness.
- IPS practitioners focus on people’s strengths and preferences.
- Believes that work can facilitate recovery and wellness.
- Practitioners work in collaboration with the Department of Rehabilitation.
- IPS uses a multidisciplinary team approach.
- Services are individualized and long-lasting.
- It has a well-validated, 25-item fidelity scale that is used for program evaluation.
IPS Principles and Practices

- Zero exclusion: eligibility is based on Client choice.
- IPS employment services are closely integrated with mental health treatment.
- Competitive employment is the goal.
- Personalized benefits and work incentives planning is provided.
- The job search starts soon after a client expresses interest in working.

- Employment specialists develop relationships with employers based on their client's work preferences.
- Follow-along supports are continuous.
- Client preferences are honored.
Client A: 57 year-old male, Bipolar Disorder
- Highest education 10th grade
- Bilingual
- Qualifying offense: operating a motor vehicle with the intent to evade/flee and willful disregard for the safety of persons and property
- Began consistently taking medication, found stable housing in a Board and Care, and now receives SSI
- Placed at Oil Changers as an Oil Change Technician for $10.50/hr. (3 months)
- Later placed as an Electronics Assembler at $12.00/hr. (3 months)

Client B: 58 year-old male, Schizophrenia, Polysubstance Dependence, mild mental retardation
- Highest level of education 11th grade
- Qualifying offense: rape and sexual battery
- No longer uses substances, has stable housing, relationship with sister, some challenges with managing money, has SSI and reports income with cm assistance
- Placed at Liberty Tax and worked for 1 month as a sign waver at $9.00 per hour
- Placed a Burger King as a janitor for $9.00 per hour, part-time, in 2015 and is still working
Barriers to clients sustaining employment/school

*Interpersonal difficulties (difficulty getting along with boss, roommates)
*Feeling overwhelmed
*Transportation
*Difficulty coping with MH
*Criminal record/can’t pass background.
*Notable tattoos
*Poor follow through
*Language barriers
*No or limited work history
*Benefits (making too much money)
Two Trials of Supported Employment for People with SMI and Justice Involvement

- **APA** – Bond, Kim, Becker, et. al. Copyright 2014
  - 85 Participants with both Severe Mental Illness and Criminal Justice Involvement
  - Compared traditional Job Club to IPS Supported Employment as methods to reach employment goal
  - IPS group obtained work at 31% in comparison to 7% with job club model
  - Outcomes considered modest in comparison to prior IPS studies with SMI and other social groups, which can have a 40% and above placement rate

- **Journal of Mental Health** – Sveinsdottir and Bond, Copyright 2017
  - 87 Participants with both Severe Mental Illness and Criminal Justice Involvement
  - Assessed top three barriers to employment
    - Failure to engage
    - Disengagement from Services
    - Substance Abuse
  - Results called attention to motivational issues and factors which inhibit engagement
Twelve Employment Specialists, from nine states, interviewed 128 employers about past hiring practices.

34% of employers were from corporations, 6% were from non-profits, 60% were independently owned, a few didn’t respond.

63% indicated they had “knowingly hired a person with a felony conviction”

Advise to Employment Specialists:

- Encourage honesty about conviction, practice talking about conviction, speak to changes that have occurred, ES should have contact with employers, job seekers need to present as motivated and interested.

Employers’ Reasons for Hiring Job Applicants with Felony Convictions:

- Qualified to do the job 42%
- Good interviewing skills 22%
- Reference known to employer 18%
- Belief that person had changed 15%
- Length of time since conviction 14%
- Sincere/honest about conviction 8%
- Belief of dependability 7%
- Conviction was not related to job 4%
Future Efforts in Alameda County

- Integrating IPS in Juvenile Justice Transition Program
- Assisting Sheriff’s Department Youth and Family Services Bureau to Achieve “good” Fidelity with their IPS Program
- Incorporate IPS in Re-entry Programs
- Incorporate IPS in County Jail’s Onsite One Stop