



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

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Getting Present with the Topic...



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 1st 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?

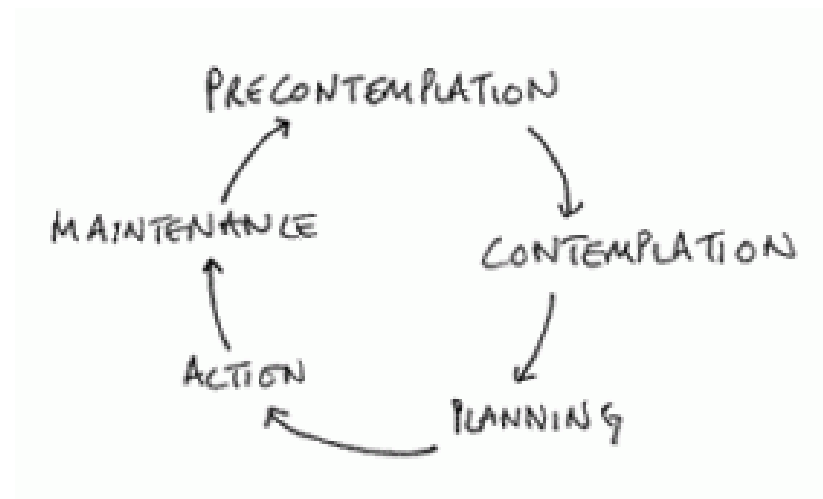
Alameda County Behavioral Health Care's Efforts on Quality Improvement and Incorporation of Evidenced Based Practices



- ▶ 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.

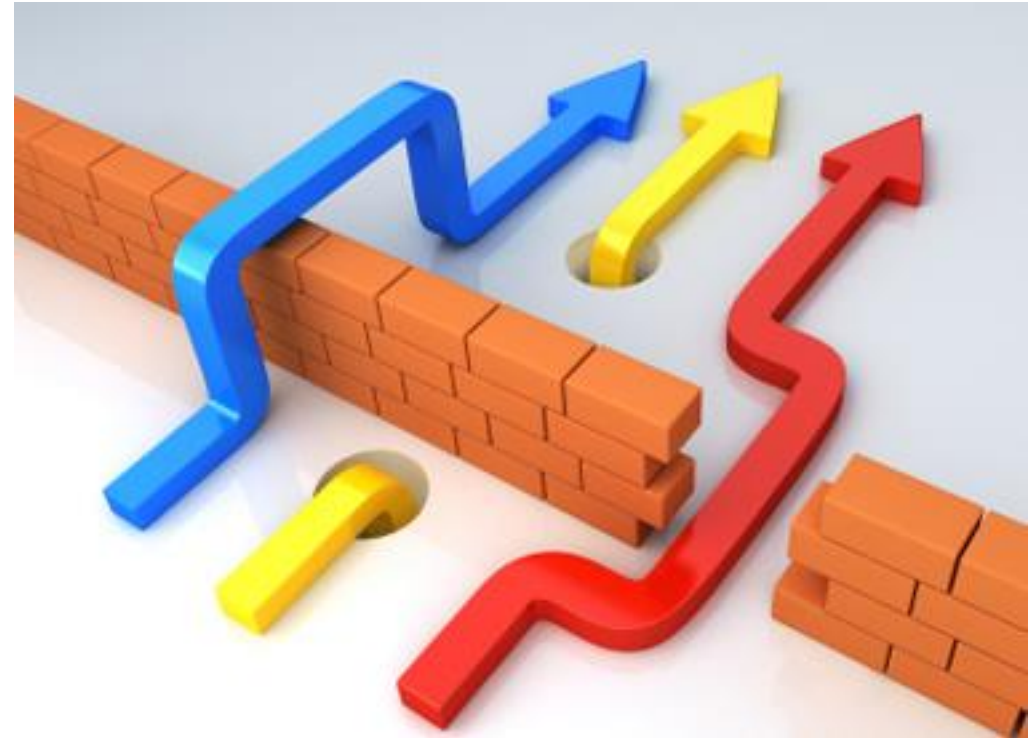


ConRep Client Stories

- ▶ **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

Employer Attitudes about Criminal Hx

APA, Swanson, Langfitt-Reese and Bond, Copyright 2012

- ▶ 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

