The Missing Piece : Employment & Recovery

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Problem Solving Courts



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Who is in the room?

- Judges
- Clinicians
- Case managers
- Probation officers
- Directors
- Nurses
- Peer Support Specialist
- Employment Specialist

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What: Integrating employment into treatment plan.

Why: A therapeutic approach

How: Resources
Where to start

3



Why

integrate employment into treatment courts

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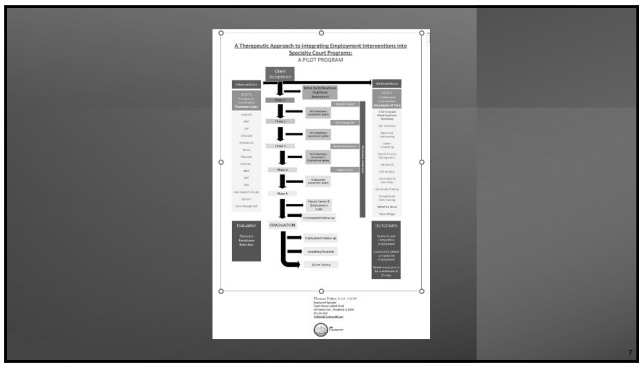
How to integrate employment into a Problem Solving Court?

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Building relationships with employers in the community is crucial.

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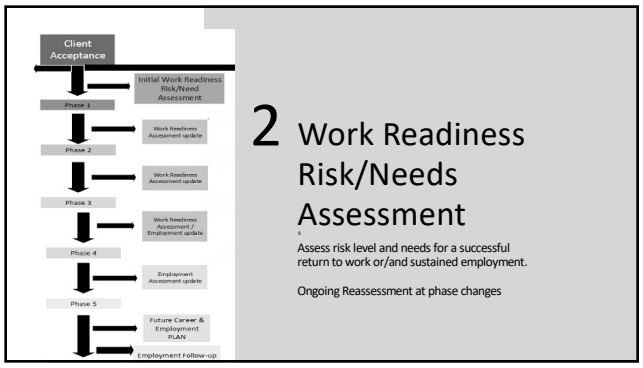

A Therapeutic Approach to Integrating Employment Interventions into Specialty Court Programs:
A PILOT PROGRAM
Client Acceptance
GRADUATION

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Client Acceptance
Phase 1
Phase 2
Phase 3
Phase 4
Phase 5
1. Employment Plan Starts at Program Acceptance

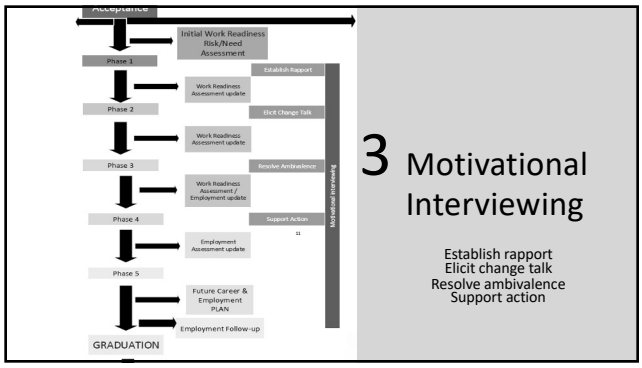
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Client Acceptance
Initial Work Readiness Risk/Need Assessment
Phase 1
Work Readiness Assessment update
Phase 2
Work Readiness Assessment update
Phase 3
Work Readiness Assessment / Employment update
Phase 4
Employment Assessment update
Phase 5
Future Career & Employment PLAN
Employment Follow-up
2 Work Readiness Risk/Needs Assessment
Assess risk level and needs for a successful return to work or/and sustained employment.
Ongoing Reassessment at phase changes

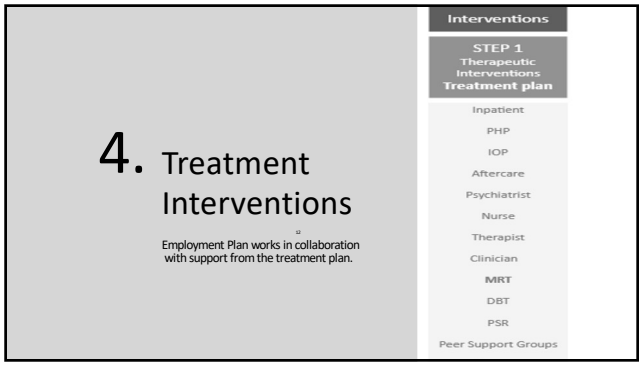
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Assessment Tool
1. Probation Risk/Needs Responsivity Levels
2. Housing
3. Transportation
4. Childcare
5. Length of sobriety
6. Urgency
7. Desire
8. Education
9. Computer skills
10. Work history
11. Active addiction

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Initial Work Readiness Risk/Need Assessment
Phase 1
Establish Rapport
Work Readiness Assessment update
Phase 2
Elicit Change Talk
Work Readiness Assessment update
Phase 3
Resolve Ambivalence
Work Readiness Assessment / Employment update
Phase 4
Support Action
Employment Assessment update
Phase 5
Future Career & Employment PLAN
Employment Follow-up
GRADUATION
Motivational Interviewing
3 Motivational Interviewing
Establish rapport
Elicit change talk
Resolve ambivalence
Support action

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4. Treatment Interventions
Employment Plan works in collaboration with support from the treatment plan.
Interventions
STEP 1
Therapeutic Interventions
Treatment plan
Inpatient
PHP
IOP
Aftercare
Psychiatrist
Nurse
Therapist
Clinician
MRT
DBT
PSR
Peer Support Groups

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5. Employment Interventions

STEP 2
Employment Interventions Employment Plan

- STEP Forward Work Readiness Workshop
- Self Inventory
- Resume & Interviewing
- Career Counseling
- Time & Finance Management
- Job Search
- Risk Analysis
- Job Shadow & Internship
- On the Job Training
- Occupational Skills Training
- WRAP for Work
- Myers-Briggs

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STEP Forward Agenda

Week 1: "Overcoming a felony and returning to work" – Thinking Bigger

Week 2: "Tell me about yourself" – Self inventory

Week 3: "What do I want to do" – Career Possibility

Week 4: "Facing the felony" - Focus on present and future.

Week 5: "The Job" - Retention and Advancement – WRAP for Work

Week 6: "Budget and Finance " – Income and Expenses

Week 7: "Have a plan" - Setting a SMART Goal – Graduation

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Building relationships with employers in the community is crucial.

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Career Possibility

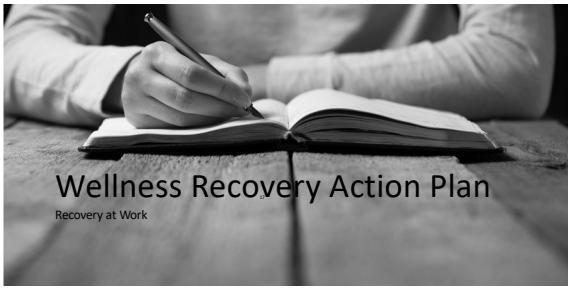




McHenry County College Immersive Career Exploration with Virtual Reality



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WRAP for Work

Wellness Toolbox

Identifying tried and true methods for helping ourselves feel better and return to our best functioning.

Stressors

Action planning for when stressors occur allows for better self-management.

Early Warning Signs

Action planning for when we notice signs that we need to tend to our wellness.

When Things Are Breaking Down

Action planning for when others notice signs that things are getting worse.

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NAMI
National Alliance on Mental Illness

- Wellness Recovery Action Plan for Work

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Google: "SHRM Getting Talent Back to Work Certificate"

Society of Human Resource Professionals https://www.shrm.org/



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Collaboration



2020
ANNUAL
NATIONAL
SHRM
PINNACLE
AWARD

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Google: "American Job Center"



https://www.careeronestop.org/LocalHelp/AmericanJobCenters/american-job-centers.aspx

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Workforce Innovation & Opportunity Act

McHENRY COUNTY Workforce Network

ILLINOIS workNet® Partner

A proud partner of the AmericanJobCenter network



https://theamericanjobcenter.org

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Work Experience

What is it?

Temporary employment
Wages paid with WIOA funds
Part time work
Concurrent job search
Flexible hours
Monitored by Workforce professional

Benefits?

Cash flow
Get in the door
Current resume
Stronger resume
Engagement
Therapeutic

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Resources

Society of Human Resource Professionals https://www.shrm.org/

https://theamericanjobcenter.org/

https://www.nami.org/

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Employment Background Fairness Act

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Where to start

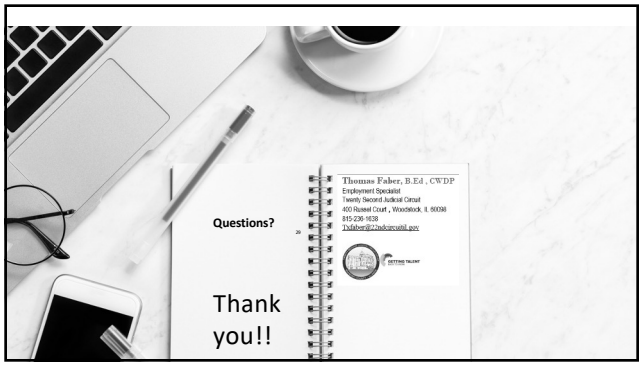
Commit to Employment as a therapeutic part of treatment
Develop Community Capital
Connect with Resources
Develop an Employment Risk/Needs Assessment

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ELIZABETH HAS SPENT 25 YEARS IN ADDICTION,
IN AND OUT OF JAIL FOR: POSSESSION OF DRUGS,
THEFT TO GET DRUGS, FALSE IDENTITY,
CHECK FRAUD, AND MORE

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Questions?
Thank you!!
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