



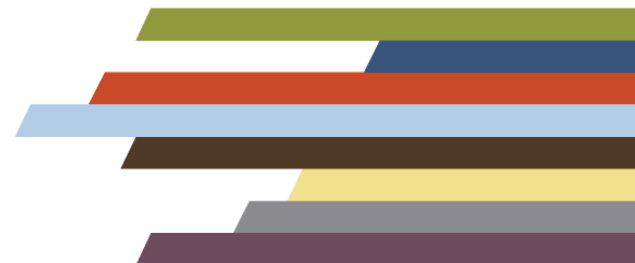
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Integrating Vocational Services Into Substance Use Disorder Treatment

Webinar Presented by Mary McCarty-Arias, MA
April 2021



Disclaimer

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The use of affirming language inspires hope and advances recovery.

LANGUAGE MATTERS.

Words have power.

PEOPLE FIRST.

The ATTC Network uses affirming language to promote the promises of recovery by advancing evidence-based and culturally informed practices.

Source

Substance Abuse and Mental Health Services Administration. (2021). Integrating Vocational Services Into Substance Use Disorder Treatment. *Advisory*.



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<https://store.samhsa.gov/product/integrating-vocational-services-substance-use-disorder-treatment/pep20-02-01-019>

Mary McCarty-Arias, M.A.

More than 25 years experience training in co-occurring disorders, HIV, and vocational rehabilitation.



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Ice Breaker

Write In:

What did you want to be when you were 5 years old?



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Goal

To review SAMHSA's Advisory Publication on Integrating Vocational Services into Substance Use Disorder Treatment



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Objectives

1. List 5 reasons why work is important
2. State the “Key Messages” about vocational rehabilitation (VR) in substance use disorder treatment
3. Describe barriers to employment (internal and external) for people in recovery from a substance use disorder (SUD)
4. List the components of VR Services
5. State reasons why it is important to involve Peer Support in Vocational Rehabilitation

Definition of Work

“Purposeful act that produces something of economic or social value, such as goods or services”



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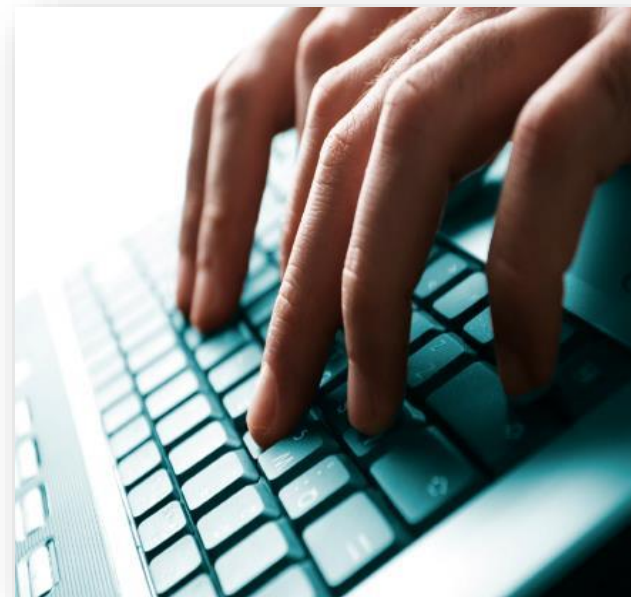
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CSAT (2000), TIP #38

Importance of Work

Write In:

What are some of the benefits people get from work?

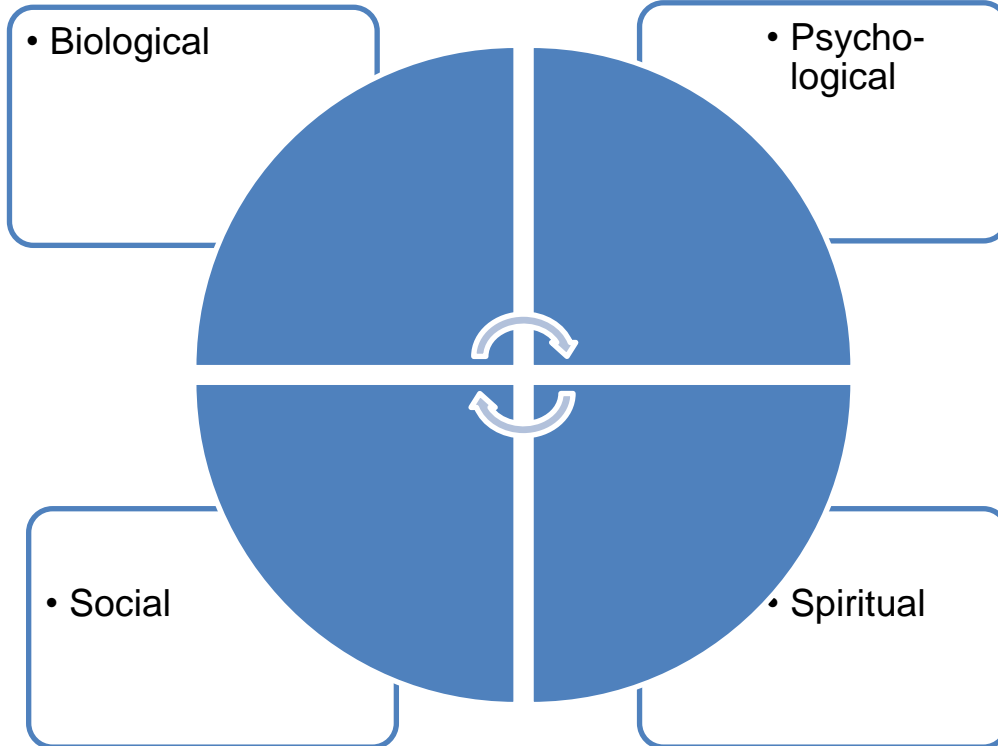


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Benefits of Work



Key Messages

- Vocational services should be introduced as early as possible in SUD treatment & be an integral component of the treatment plan
- Vocational plans should recognize the challenges posed to clients whose initial options may be limited to low-paying service-sector jobs



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Key Messages *(continued)*

- SUD treatment programs that do not have a vocational rehabilitation counselor on staff should establish relationships with local VR counselors
- SUD treatment programs should establish referral relationships with job training programs, community colleges, GED programs, and employers



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Key Messages *(cont.)*

- The way VR services are structured will vary according to treatment intensity and setting
- Clients will need access to online job resources and training on how to use them



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Barriers to Successful Employment - Internal

- Educational deficits
- Lack of vocational training
- Co-occurring physical disabilities and/or mental disorders
- Unrealistic expectations
- Lack of familiarity with workplace culture
- Potential competing demands of work & treatment
- A history of incarceration

Barriers to Successful Employment - External

- Employer bias
- Limited opportunities to progress
- Lack of access to job-search tools
- Insufficient support from local job training programs
- Lack of coordination among treatment programs, vocational services, and employers

“Ban the Box”

- Also called the Fair Chance Act
- Eliminates the question on a job application about criminal history. Reduces the employer’s accessibility to criminal records until later in the process.



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Different States

- In January 2020, 35 states, and the District of Columbia have “banned the box”
- Also in more than 150 cities
- Different states have different laws



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Components of VR Services

- Assessments
- Vocational planning
- Basic problem-solving & coping skills
- Obtaining needed education or skills training
- Helping the client connect with sources of employment



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Integrating VR Services into SUD Treatment

- Habilitation skills
- Encouragement to focus on vocational planning
- Practice with computer skills
- Support to boost self-esteem
- Understand when & how to refer clients a trained VR counselor

Service Integration

- Co-Locating programs
- Multidisciplinary teams



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Intensity of Treatment & VR Services

- The more intense the program, the easier it is to integrate VR Services
- Residential programs can provide:
 - Prevocational stage testing & work skills evaluation
 - Work adjustment training
 - Attention to activities of daily living
 - Help with goal setting
 - Postplacement job retention strategies

Outpatient Programs

- Vocational assessment at intake
- Education about work and job seeking
- Incorporating vocational issues into group treatment



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Short-term Residential Programs

- May have the most difficulty integrating VR services
- They can provide:
 - An intake interview with a vocational component
 - Some educational programming during the client's stay
 - Discharge planning that involves a referral to a VR counselor or an employer



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Individual Placement & Support (IPS)

- Supported Employment
- Study: 321 veterans received supported employment; 308 veterans received treatment as usual
- Unemployed or recently homeless
- 82% SUD & 36% had major affective disorder
- Findings: Increase in competitive employment



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Work and Relapse

- Counselors can help clients with strategies to cope with the stress of a job search and employment-related triggers
- Counselors can help the client's stability, stage of recovery, personal goals and therapeutic goals
- Counselors can help the client account for external factors such as custody issues, immediate financial need, requirements of welfare-to-work legislation & the demands of the local job market

Importance of Peer Support in VR

- Peers can act as role models in finding & keeping employment
- Peers can offer encouragement & build morale
- Peers may be able to link the client with community resources



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Navigating the Job Market

- Setting expectations & plotting a strategy
- Completing education & training
- Finding & applying for jobs
- Creating a resume
- Using mobile technology
- Practicing interview skills

Employer Willingness to Hire

- Encourage development of recovery friendly places (training, health promotion, accommodations)
- Educate employers



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Resources for Online Job Searches

- US Department of Labor's CareerOneStop
- USAJobs.gov
- Monster.com and Indeed.com
- State online resources



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Resources for Criminal & Juvenile Justice Involvement

- Re-entry Education Toolkit
- Helping People with Criminal Histories Find Work
- Criminal Records & Employment: Protecting Yourself from Discrimination



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Impact of Legislation on VR Services

- Americans with Disabilities Act
- Workforce Innovation and Opportunity Act of 2014
- Affordable Care Act
- “Ban the box”



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Resources

- TIP #38, Integrating Substance Abuse Treatment and Vocational Services (SAMHSA)
- Ensuring People with Convictions Have a Fair Chance to Work
- National H.I.R.E. Network
- U.S. Department of Labor



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HOPE

