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# **Supported Employment for Justice-Involved People with Mental Illness**

February 18, 2014

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# Supported Employment for Justice-Involved People with Severe Mental Illness

GAINS Center Webinar Series on EBPs

February 18, 2014

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Dartmouth Psychiatric Research Center

Core Principles of the  
Individual Placement  
and Support (IPS)  
Model

# IPS Principles

1. Open to anyone who wants to work
2. Focus on competitive employment
3. Rapid job search
4. Systematic job development
5. Client preferences guide decisions
6. Individualized long-term supports
7. Integrated with treatment
8. Benefits counseling included

# Research Evidence for Effectiveness

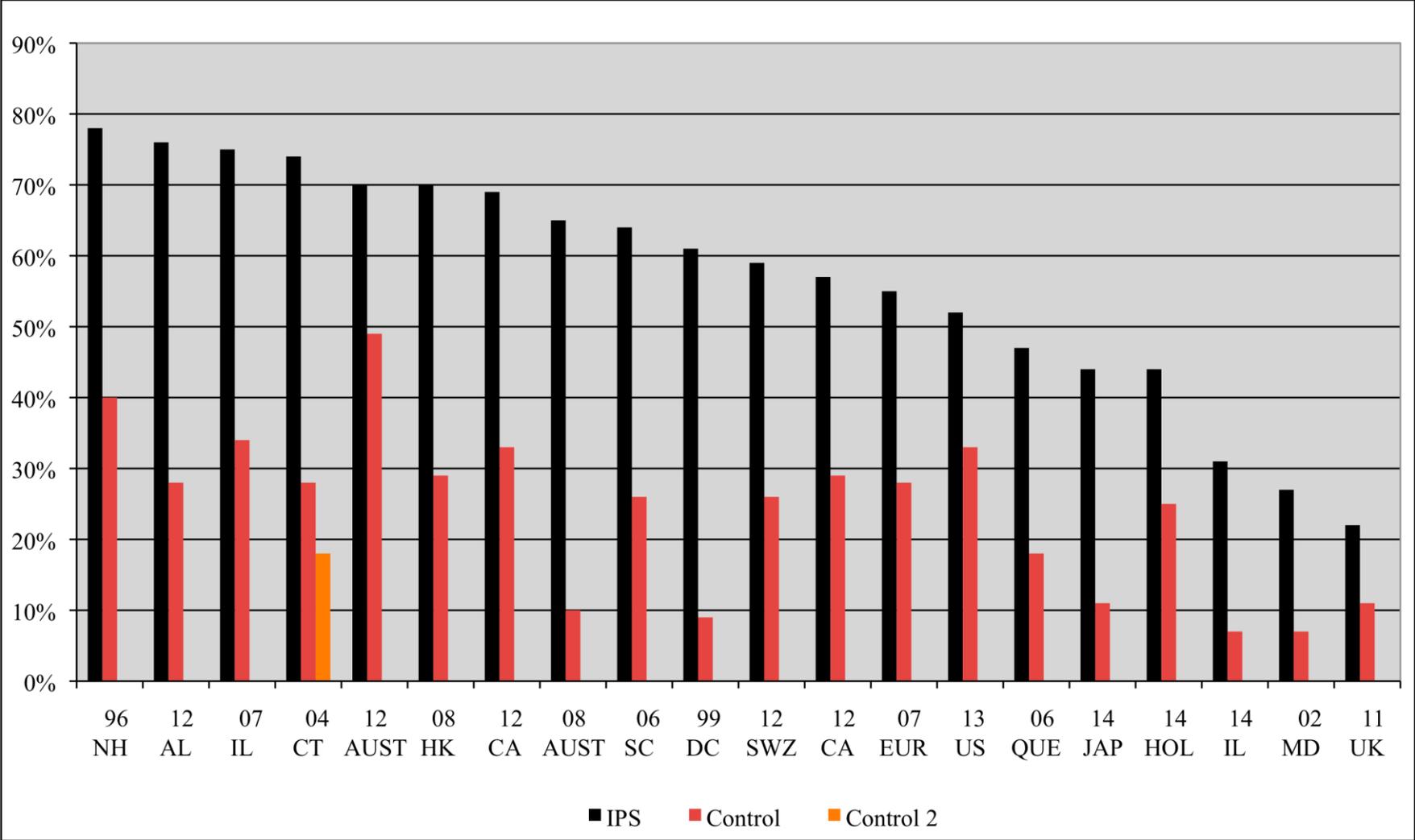
# 20 Randomized Controlled Trials (RCTs) of Individual Placement and Support (IPS)

- Best evidence available on effectiveness
- RCTs are gold standard in medical research:

Random assignment = Participants assigned by a flip of a coin

<b>Principal Investigator/ Year Pub</b>	<b>Study Site Location</b>	<b>Control Condition</b>	<b>Months Follow-up</b>	<b>N (IPS)</b>	<b>N (Ctl)</b>
Drake 1996	Manchester & Concord, NH	Skills training, nonintegrated	18	73	67
Drake 1999	Washington, DC	Sheltered workshop	18	74	76
Lehman 2002	Baltimore, MD	PSR	24	113	106
Mueser 2004	Hartford, CT	(1) Brokered SE; (2) PSR	24	68	136
Gold 2006	Rural SC	Sheltered workshop	24	66	77
Latimer 2006	Montréal, Québec	Traditional vocational services	12	75	74
Bond 2007	Chicago, IL	Diversified placement approach	24	92	95
Burns 2007	6 cities in Europe	Traditional vocational services	18	156	156
Wong 2008	Hong Kong	VR referral	12	46	46
Killackey 2008	Melbourne, Australia	Traditional vocational services	6	20	21
Nuechterlein 2010	Los Angeles, CA	VR referral	18	46	23
Heslin 2011	London, UK	Usual Care	24	93	95
Twamley 2012	San Diego, CA	VR referral	12	28	22
Hoffmann 2012	Bern, Switzerland	Traditional Vocational Rehab	24	46	54
Davis 2012	Tuscaloosa, Alabama	Standard VA vocational rehab	12	36	35
Killackey 2012	Australia	Traditional vocational services	6	73	73
Drake 2013	23 sites in US	No additional services	24	1004	1051
Oshima 2014	Tokyo, Japan	Usual care	6	18	19
Michon 2014	4 cities in the Netherlands	Traditional vocational services	30	71	80
Bond 2014	Chicago, IL	Job club adaptation	12	43	44

# Competitive Employment Rates in 20 Randomized Controlled Trials of Individual Placement and Support



# Overall Findings for 20 RCTs

- All 20 studies showed a significant advantage for IPS
- Mean competitive employment rates for the 20 studies:
  - 57% for IPS (Median = 60%)
  - 24% for controls (Median = 26%)

(Each study weighted equally in calculating mean rates)

# 18-Month Competitive Employment Outcomes in 4 Controlled Trials of IPS

	<b>IPS</b>	<b>Control</b>	<b>p</b>	<b>d</b>
	<b><u>N</u> = 307</b>	<b><u>N</u> = 374</b>		
Job acquisition	216 (70.4%)	91 (24.3%)	<.001	0.96
Work ≥20 hrs/wk	128 (41.7%)	50 (13.4%)	<.001	0.67
Days to first job	140	212	<.001	-0.58
Total hours	417.0	105.8	<.001	0.62
Total wage	\$3,704	\$1,001	<.001	0.51

(Bond, Campbell, & Drake, 2012)

# Competitive Employment Duration

## 2-Year Follow-up After IPS Job Start

	<b>N = 142</b>
<b>Total months worked</b>	12.9
<b>Months worked at 1st job</b>	10.0
<b>Number of jobs</b>	1.9

(Bond & Kukla, 2011)

## 2 Long-Term IPS Follow-up Studies

(Salyers 2004; Becker, 2007)

<b>Steady Workers</b> <b>(&gt; 50% Follow-up)</b>	<b>52%</b>
<b>Length of Follow-up</b>	<b>10 years</b>
<b>Sample Size</b>	<b>74</b>

Clients also reported: Greater self-confidence and hopefulness, more energy, less loneliness and boredom

# Benefits of Steady Competitive Employment

- Improved self esteem
- Improved social networks
- Increased quality of life
- Reduced psychiatric symptoms
- Reduced substance use
- Less use of disability system

Arns, 1993, 1995; Barreira, 2011; Bond, 2001; Burns, 2009; Drake, in press; Fabian, 1992; Krupa, 2012; Kukla, 2012; McHugo, 2012; Mueser, 1997; Van Dongen, 1996, 1998; Xie, 2005

# IPS Shown Effective in a Wide Range of Target Populations

Early psychosis	ACT clients
Older adults	Homeless
SSDI beneficiaries	African American
PTSD diagnosis	Hispanic
Dual disorder (SA +MI)	Spinal cord injury

# Chicago IPS Justice Study: One-Year Outcomes

NIDRR Field Initiated Research: *A Randomized  
Controlled Trial of Two Vocational Models for  
Individuals with Psychiatric Disabilities and  
Criminal Justice Involvement* (Gary Bond, PI)

# Self-Reported Justice Involvement for Thresholds Clients in FY2009

**Past events  
disclosed at  
admission**

**Receiving IPS  
Services**

**Admitted  
During 2009**

**Arrests**

345	38%
255	28%
203	22%
156	17%

546	50%
389	36%
338	31%
273	25%

**Charges**

**Convictions**

**Incarcerations**

**Total**

**913**

**1,085**

# Hypotheses

- Clients with justice involvement receiving IPS will have better employment outcomes than those receiving usual vocational services
- Employment will be associated with lower rates of justice involvement

# Study Design

- Randomized controlled trial
- 2-group comparison
  - IPS (existing services)
  - Work Choice (job club)
- One-year follow-up

# Comparison of Two Models

	<b>IPS</b>	<b>Work Choice</b>
<b>Origins of Model</b>	Community Mental Health	Criminal Justice
<b>Staffing</b>	Team of full-time employment specialists	Part-time instructor and part-time peer specialist
<b>Caseload Ratio</b>	20-1 per 1.0 FTE	40-1 per 0.8 FTE
<b>Locus of Services</b>	Mostly in community	Office-based
<b>Identifying Jobs</b>	Individualized job search based on client preferences	Internet search and word of mouth
<b>Preparation for Job Search</b>	Brief vocational assessment followed by rapid job search	Job club: resume preparation, practice role-playing interview
<b>Job Search Approach</b>	Employment specialist contacts employers and accompanies clients on interviews (if client's preference)	Self-directed job search

# Eligibility Criteria

- Current Thresholds client
- Self-reported involvement with law: at least one “substantive” arrest
- Not competitively employed
- Minimal exposure to IPS
- No legal obligations or health issues precluding employment
- Attend two information groups
- Consent to study

# Preliminary Findings

# One-Year Employment Outcomes

	<b>IPS (N=42)</b>	<b>Work Choice (N=43)</b>	<b>Sig.</b>
<b>Started a competitive job</b>	13 (31%)	3 (7%)	p < .01
<b>Mean days employed</b>	40.5	15.9	p < .01

# One-Year Negative Outcomes

	IPS (N=41)	Work Choice (N=43)
Arrested	10 (24%)	8 (19%)
Hospitalized	21 (49%)	17 (40%)
Reasons for hospitalization:		
--Psychiatric	11 (27%)	12 (28%)
--Substance use	5 (12%)	2 (5%)
--Physical condition	9 (22%)	7 (16%)

# Conclusions

- IPS is a proven approach for helping people get and keep jobs
- IPS effective for a wide range of populations
- Only one study to date of IPS for people with justice involvement
- More IPS research needed to see if adaptations can improve outcomes

# Helping People Find Jobs in Spite of Legal Histories



Johnson & Johnson-Dartmouth Community Mental Health Program  
2010



# The project

In 2009, 12 employment specialists from the Johnson & Johnson-Dartmouth Community Mental Health Program were nominated to participate in a project to learn more about how to help job seekers with legal histories.



# Employer Interviews

- Employment specialists conducted in-person interviews with employers in a wide range of businesses. Interviews focused on hiring people with criminal histories.
- 128 employers were interviewed.



# Employer Interviews

- 62% of employers reported that they had knowingly hired at least one person with a felony.
- 38% said they had not ever hired a person with a felony or were not sure (no background checks).



# Employer Surveys

- 60% of employers interviewed were independently owned businesses or nonprofits.
- Independently owned businesses were only slightly more likely to hire people with felonies.



# Employer Surveys: Types of Convictions for People Hired

Drug related (15)

Driving under  
influence (11)

Theft (10)

Assault (8)

Sex offenses (7)

Domestic violence (4)

Armed robbery (2)

Murder ((2)

Reckless driving (1)

Criminal  
trespassing (1)

Manslaughter (1)

Gun-related offense  
(1)



# Employer Surveys: Reasons for Hiring Person(s) with Felonies

1. Person had the qualifications to do the job (experience, skills or training).
2. Person interviewed well (expressed enthusiasm, dressed well, followed-up with employer).
3. Recommendation from someone whom the employer knew (employee, parole officer, employment specialist).



# Employer Surveys: Reasons for Hiring Person(s) with Felonies

4. Belief that the person had changed.
5. Length of time since conviction.
6. Person demonstrated sincerity and honesty when explaining criminal record.



# Lessons Learned: We cannot change what happened, but we can help people prepare to talk to employers

1. Basic good interviewing skills help (dressing well, enthusiasm for job, following up with employer).
2. Reference from someone employer knows (use our relationships with employers).
3. People need to prepare how they will talk about background (honesty, explaining how they have changed).



# Employer Surveys: Length of time since conviction

- Less than one year since conviction or prison release: 9 employers
- 1-2 years: 20 employers
- 2-7 years: 7 employers
- More than 7 years: 12 employers



# Employer Advice for Employment Specialists

1. Advise the person to be upfront and honest.
2. Person should take responsibility for her actions.
3. Help person describe how he has changed.
4. Introduce the person to the employer (use your relationship with the employer to help the person get a job).



## Employer Interviews: Policies Regarding Hiring People With Felonies

- 66% reported no formal policy.
- 18% reported a formal policy against hiring people with felonies.
- 9% reported a formal policy against hiring people with certain types of felonies.
- 5% reported a formal policy regarding length of time since last convictions.



# Employer Interviews: Background Checks

- 73% of employers reported that they do background checks.
- 27% reported that they do not do background checks.



## Lessons Learned:

- Build relationships with employers and use those relationships to help people connect with employers.
- Introduce employers to individuals, rather than asking if they hire people with felonies.



## Lessons Learned:

People must have face-to-face contact with employers so they can explain how their life has changed. Do not waste time filling out applications unless there is in-person follow-up (preferably by both the specialist and the job seeker).



# Lessons Learned:

Help people prepare what they will say:

1. Statement about convictions.
2. Brief expression of remorse or responsibility for actions.
3. Description of how person is changing her life.
4. Why person would be a good employee.



## Step 1: Statement about conviction(s)

“In 2004, I was convicted of breaking and entering.”

“There is something I want to bring up. I have a number of offenses related to drugs and theft.”



## Step 2: Take responsibility

“I made a mistake.”

“What I learned from that was...”

“I know that what I did was wrong.”



## Step 3: Explain how life is changing

“I will never go back to jail again. I’ve decided that my life has to change. I’m going to treatment and getting a job is also part of getting my life back on track.”

“I’ve been volunteering as a way to give back to my community. I also want to support myself.”



## Step 4: Describe reasons would be a good employee

“I’m a person who really wants to work.  
In my last job, I did not miss work.”

“I have experience as an assembler.”



## Putting it all together:

*“I have a sexual assault conviction on my record. I know that what I did was wrong. I’m in counseling now and I understand how to avoid making the same mistakes. I am eager to start a new job and continue down a more positive path. I have supports--I’m an active member of my church and my family is behind me. I would be a good employee because I am extremely reliable and I have experience driving a forklift.”*



## Putting it all together:

*“I have several convictions related to drugs and burglary. I made a poor choices in the past. I am older now and I am focused on living a different kind of life. I have not committed any crimes since 2007. I am currently a volunteer at a soup kitchen and I never miss a day that I am scheduled. I have always been a person who wanted to work and I would like to work in your restaurant because....”*



# Help people practice:

- Many people have to overcome shame, hopelessness, or anger when talking about their histories.
- Help people remember their strengths (make lists, review strengths).
- Some people have trouble taking responsibility. Take time to help those people come up with statements that seem fair to them.



# Give people hope

- Give examples of other people who have gone back to work in spite of serious criminal histories. (Observe rules about confidentiality.)
- Share information from this survey.
- Express hope: “I believe you will get a job.”



# Participants in the project:

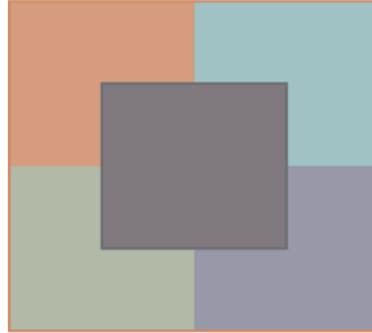
- Janet Dickerson, DC
- Tim Dunn, OH
- Crystal Ganat, CT
- Kevin Kearns, VT
- Susan Klunk, MC
- Stephanie Kruger, MN
- Tammy Mitchell, OR
- Tania Morawiec, IL
- Cathy Pennington, OR
- Kristin Tracy, OH
- Andrea Wigfield, MN
- Peggy Wolfe, KS
- Sandy Reese, Dartmouth PRC
- Sarah Swanson, Dartmouth PRC

# Supported Employment Discussion Groups

## “Ask the Experts” discussion sessions

- Gary R. Bond, PhD, Dartmouth Psychiatric Research Center
- Sarah Swanson, Dartmouth Psychiatric Research Center
  - Wednesday, February 19, 2014 from 1:00 – 2:00 pm EST
  - Thursday, February 20, 2014 from 1:00 pm – 2:00 pm EST
  - Thursday, February 20, 2014 from 2:00 pm – 3:00 pm EST
  - Will be archived on the GAINS Center website at:  
[http://gainscenter.samhsa.gov/topical\\_resources/ebps.asp](http://gainscenter.samhsa.gov/topical_resources/ebps.asp)





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