

Increasing Employment for People with Psychiatric Disabilities who are Homeless

Gary Shaheen
Advocates for Human Potential, Inc
gshaheen@ahpnet.com

“WORK AS A PRIORITY”

• <ftp://ftp.health.org/pub/ken/pdf/SMA03-3834/workpriority.pdf>

• 1-800-789-2647

Objectives

“If we are going to make a difference, then we have to realize that drug abuse & mental health is related to housing is related to health care is related to joblessness is related to poverty.

You can't deal with any one of those without dealing with all of them.” –

*Larry Meredith, Hooked by
Lonny Shavelson, 2001*

Understanding Homelessness: “RJ”



- Homeless for 5 years
- Schizophrenic & drug addicted since 6
- Don't know where I'm going to sleep tonight
- Don't like shelters. People rob & beat you. Staff don't treat you with respect.

Understanding Homelessness: “RJ”



- I'm an inventor with a lot of inventions.
- Like buses that run on cooking oil instead of gas.
- And how to stop planes from falling out of the sky..

Understanding Homelessness: “RJ”



- City doesn't spend enough money on us.
- If they can build a new convention center, they should be able to give us money to help us get jobs.

How can work be a tool for engagement?

- Need to redefine what we mean by “job ready”
- Redefine what we mean by “work”
- Meet him “where he’s at with flexible services”

“Readiness to Work Challenge” How can we help RJ get a Job?

- Recognize skills & strengths he gained through survival
- Celebrating every success – view setbacks as learning opportunities on a “slow entry ramp”
- Use every opportunity to foster hope and motivation to change

Principles for Building Motivation

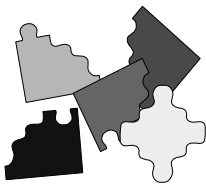
- Motivation as a State not a Trait
- Ambivalence is Good
- “Resistance” is not a Force to be Overcome
- Focus on Person as Ally, not Adversary

Principles for Building Motivation

- Recovery, Change and Growth are intrinsic to being human
- People who have suffered many losses may relinquish hope to survive.

The Impact of Homelessness on Recovery & Employment:

Disincentives *refer to website for detail*



- Personal Challenges
- Program Challenges
- Systems Challenges

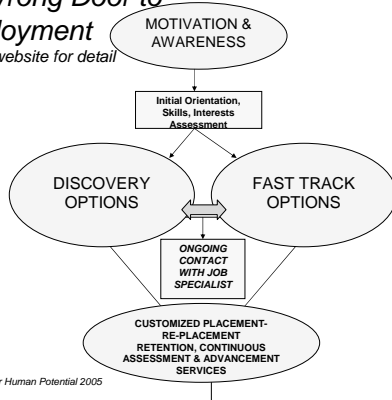
LAMP Village

- Drop in Center/Crisis Shelter/50 unit permanent housing
- Village Industries
 - Linen Services
 - Public Laundromat
 - Public Showers/Toilets
- 35 employed/day



No Wrong Door to Employment

refer to website for detail



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“Standing Offer of Work”

- Low-impact jobs with built in flexibility
- Often jobs ‘owned’ by the agency
- Opportunities to have multiple contacts
- Build self-esteem, hope, trust

ACT / PACT

- Integrated services design that includes an Employment specialist
- Rapid placement, continuous follow-along and reassessment

Supported Employment

- Employment Specialist locates job for individual or supports independent search
- Match employer needs with job-seeker skills and preferences (and sometimes vice versa)
- Indefinite term supports to employee & employer

Social Enterprises:

“Meeting the Market with a Mission”

- Businesses which affirmatively employ persons with disabilities and/or other disadvantages
- Advantages: Agency “owns” the jobs
- Disadvantages: High risk



Customized Employment (NCWD)

- DOL new approach that builds upon supported employment & job accommodations
- Is not for everyone but individualizes the employment relationship between job seekers and employers to meet the needs of both
- Discovery Planning Negotiation Employer Marketing

Supported Self Employment

- Consumer owned and operated businesses
- Advantages –
 - Consumer “owns the job”
 - Self-reliance, independence, “role shift” from consumer to entrepreneur
- Disadvantages –
 - High risk-requires sound business & support planning

Tools for Choosing & Getting a Job

- Job choice is a much a process as an outcome
- Identify personal values, strengths and gifts
- Identify preferences: type of work, location, hours of work, wage scale

Tools for Choosing & Getting a Job

- Explore possible work environments: job listings, friends, family, staff
- Make informed choices: “Why this job? Why now?”
- Support services on and off job
- Benefits planning

Retention / Relapse Prevention

- Relapses, job losses not as failures – but as learning opportunities
- Growth and role recovery not always linear
- Recognize achievement

Retention / Relapse Prevention

- Prepare for job transition/advancement
- Address “triggers” affecting retention
- Benefits review an ongoing part of the follow-along plan

Understanding & Addressing Work-Related Triggers

- Having \$\$
- New friendships
- New routines
- New lifestyle
- Co worker, supervisor relationships
- “Threat of success”

Historic Partnership to Address Chronic Homelessness



- Collaboration
 - ODEP, HUD, ETA, VETS
- Los Angeles
- San Francisco
- Portland
- Indianapolis
- Boston
- Provide jobs + housing for 297 people chronically homeless

ECH Progress..Examples

prelim data 10/1/03-3/31/05

- Employment rate (# placed in housing: # entering employment) = 31%*
- 161* Clients Accessed One Stop Services
- Innovations (one stop satellite; goal setting strategy, mobile “one stop”)
- Increase partnerships to end homelessness led by the mainstream labor system

Refer to website for specific examples

For Systems/Programs

CULTURE

CAPACITY

OPPORTUNITY

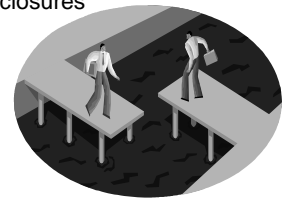
For People

HOPE FOR THE FUTURE

SKILLS/SUPPORTS

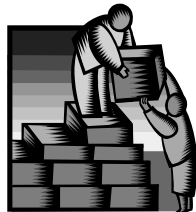
Working with VR Agency: Challenges

- Time limited nature of VR services
- Incentives for VR case closures
- Staff training issues
- Funding limitations



Working with VR Agency: Best Practices for Partnerships

- Enhance assessments by including recovery concepts
- Cross training
- Improve collaboration
- Co location of counselors



Business Improvement Districts www.ida-downtown.org

- Homelessness is a concern of businesses
- BID provided resources for outreach, engagement, job development
- Partnerships to build healthy communities



Providing Services

- Is RJ likely to appear at your One-Stop and are you prepared to serve him?
- How are you involving consumer leaders in employment program development?

Providing Services

- What program adaptations must you consider to meet the employment needs of people who are homeless?
- What skills must staff know to provide and/or support employment?

Building Systems

- Who are your local partners?
- How do you enlist them to help increase employment of people with disabilities who are homeless?
- What does each partner bring to the table that helps meet those outcomes?

Building Systems

- What challenges do you anticipate in developing partnerships and collaborations?
- What training, technical assistance and support do you need to develop and sustain these partnerships or collaborations?

More Resources...

- Dew, D.W. & Alan, G. M. (Eds.) (2005) Innovative methods for providing VR services to individuals with psychiatric disabilities. (Institute on Rehabilitation issues Monograph No. 30); Washington, D.C. George Washington University
- Henderson-Frakes, J. (2004) Serving the homeless through the One Stop system: A case study. Washington, DC. Evaluation conducted by Social Policy Research Associates

Keys to Success

- Belief
 - Motivation
 - Skills
 - Resources
 - Support
 - Resilience
 - Creativity
- = EQUALS:

...The same characteristics we see in many people we are trying to serve.

GOOD LUCK!