



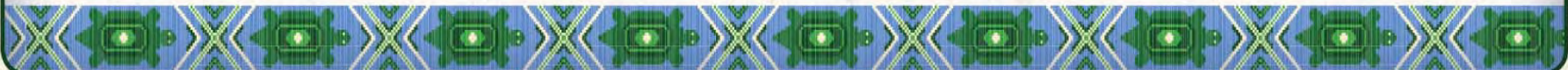
Indian Health Service 2012 NATIONAL BEHAVIORAL HEALTH CONFERENCE

Dagot'ee

Working to Wellness: A Tribal Experience With
Implementing A Vocational Rehabilitation
Program for Adults in Substance Abuse Recovery
Rainbow Treatment Center/White Mountain
Apache Tribe



Mobilizing Partnerships to Promote Wellness



House Keeping

- Please be sure to sign in and out on the Sign In Sheets located near the entrance to this room.
- Please complete the evaluation at the end of this presentation.
- For more information on Continuing Education Units (CEUs), please visit the Registration Desk

Comfort Room

- To promote wellness and self-care, a Comfort Room is available in Atrium Room 8 for your use.
- If you need further assistance, please visit the Indian Health Service Division of Behavioral Health booth.

White Mountain Apache Tribe

- Located on the Fort Apache Reservation in Northeastern Arizona
- 2,627 Square Miles
- 11,000 feet in altitude above the timber line to the Arizona Desert
- Primary economy consisted in logging until forest fires destroyed vegetation/antiquated logging systems

Demographics

- Roughly 15,000 enrolled members on the reservation living in four primary communities
- Unemployment estimated at being at 80% by Tribal Leadership
- 88% of clients referred for substance abuse assessments are unemployed
- Over 50% drop out rate in high school

Demographics

- 53% of surveyed 197 Tribal Members report having at least one person with a drug or alcohol problem in the home
- 58% of respondents (n=197) reported that their own use of alcohol has caused problems in their lives.

Rainbow Treatment Center

- Tribal P.L. 93-638 Substance Abuse Treatment Center
- 23 Bed Residential Program
- 300 enrolled outpatient clients
- Vibrant medicaid billing program
- Completes over 600 substance abuse assessments a year (10% of adult population)
- Average GAF of those completing assessments is 40

What to do with our clients?

- Clients completing outpatient services, yet not appearing to go anywhere.
- **Goal:** Create and implement a contingency management program designed to increase job skills and improve job seeking behaviors in clients

Working to Wellness Program

- Objectives:
 - Promote positive self-esteem for participants through work related activities
 - Assist clients in gaining a sense of self-efficacy in the areas of obtaining and maintaining employment
 - Prepare participants for full-time work
 - Assist clients in identifying and participating in educational opportunities that will increase their ability to work.

Program Objectives

- Assist clients with learning to manage their financial affairs in a way that limits the potential for relapse
- Assist clients with learning to cope with the stresses and emotional complexities of successful employment (for example, appropriate assertive behaviors, dealing with problem co-workers, etc.)

Implementation

- Planning
 - How many participants?
 - What would be the incentive?
 - Who would staff the program?
 - How would we support the program?
 - How will the clients “game” the system?
- End Result: 12 page, single spaced program description

Participants

- 20 clients from Whiteriver and 10 from CBQ who have completed at least 75% of the outpatient program (Matrix Program)
- Must successfully pass a drug test
- Must complete a “job interview” to enter the program
- Successful applicants are “hired” by Rainbow Treatment For 6 to 12 months

Participants

- At least 80% of the total number of participants must qualify for AHCCCS/Medicaid for program sustainability

Assessment and Treatment Planning

- **Assessment**

- Clients past work experience
- Educational achievements
- Work related strengths
- Past barriers to work and educational success
- Educational and work goals

- **Treatment Plan**

- Work and educational plan outlining goals, activities/interventions that will lead to attainment of goals

Selection of Work Activities

- Original activities included volunteer work, community clean up work, busy work
- Participants obtain work in Tribal and private enterprises on the reservation
- Clients must obtain work on their own
- Once employment is found, agreement outlining RTC's and the "employer's" responsibilities is drafted and signed by RTC Staff and the Employers

Employment Rules

- Sick Leave
- Annual Leave
- Monitoring of Work
 - Daily sign in sheet
- Weekly Drug Testing
 - Positive findings reported to “employers”
- Must keep rules of employers as well as RTC

Therapeutic Interventions

- Contingencies = 9.00 an hour for 24 hours a week
- Weekly Sobriety Support Group and Work Skills Group held on Tuesday and Fridays
- Employment Sobriety Support Group
 - Talking circle format where clients discuss the issues facing them in their continued quest for sobriety and receive feedback and support from one another

Work Skills Group

- Standardized format created out of our agency by our staff based on skills we think people need to be successful in the work place
 - How to handle difficult supervisors and coworkers
 - How do manage your money
 - How to complete job applications
 - Ho to write a resume
 - How to show up to work on time
 - How to make child care arrangements while you are at work

Work Skills Group

- How to arrange for reliable transportation
- How to maintain appropriate hygiene and dress at work
- How to interview for jobs
- How to respond to difficult customers
- How to maintain a proper diet
- How to structure leisure time
- How to progress at work through job skill acquisition and additional education

Staffing

- One Program Coordinator
 - Guy Redsteer, BA
- One Case Manager
 - Albert Cromwell
- One Professional Clinician
 - Donna Stevens, Psy.D.
- Clinical Director
 - Bill Arnett, Psy.D.

Policies

- Attendance
- Not obtaining a work site
- Drug and alcohol policies
- Problems at the work site (poor performance)
- Disclosing information about participants outside of groups
- Background checks

Post Employment Programming

- Letter to employer with an invitation for continued drug testing at RTC and a weekly post-employment support program hosted over lunch on Fridays

Program Sustainability

- 80% of participants must be enrolled in AHCCCS/Medicaid
- Bill down 4 services each week (support group and skill acquisition group) at the “federal, all inclusive, 100% I.H.S. pass through rate”
 - 20 participants = 320 billable events a month
- Third party billing covers all costs associated with the program (plus profit for reinvestment in additional programming)

Outcomes

- Rates of early drop outs and reasons for dropping out
- Rates of clients who have been fired by their employees
- Survey results from of “employers”
- Participants drug testing
- Hiring rates for permanent employment

Lessons Learned

- Marijuana and drug testing
- Demand for services and high program visibility
- Boundaries/Multiple Relationships: Who's the boss?
- What happens when participants go to the Tribal Council looking for holiday pay?
- The Power of Hope
- Change in attitude toward those receiving substance abuse treatment services

The Future

- Are we going to saturate the job market?
- Working to Wellness Scholarship program
- Identification of work sites “up the hill” in the majority culture community
- Reviewing job opportunities to see what types of jobs are needed on the reservation and then “guiding” people in that direction
- Collaborating more closely with the Tribal Vocational Rehabilitation Program

References:

- Drebing, C., Rounsaville, B. J., & Rosenheck, R. (2008). Contingency management in an entitlement rehabilitation setting: an example from the veterans health administration. In Higgins, S. T., Silverman, K., & Heil, S. (Eds.), *Contingency management in substance abuse treatment.*, (pp. 298-313)
- Silverman, K., Wong, C., Needham, M., Diemer, K., Knealing, T., Crone-Todd, D., Fingerhood, M., Nuzzo, P., & Kolodner, K. (2007). A randomized trial of employment-based reinforcement of cocaine abstinence in injection drug users, *40*(3), 387-410.
- Wong, C & Silverman, K. (2007). Establishing and maintaining job skills and professional behaviors in chronically unemployed drug abusers. *Substance Use and Misuse*, *42*(7), 1127-1140.

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Crisis Hotline Numbers

Suicide Prevention Lifeline Number:

- 1-800-273-TALK (8255)

National Domestic Violence Hotline:

- 1-800-799-SAFE (7233) or TTY 1-800-787-3224

National Child Abuse Hotline:

- 1-800-4-A-CHILD

Sexual Assault Hotline:

- 1-800-262-9800