



Breaking the Cycle: Supporting Recovering Drug Users and Ex-Users into Employment



Breaking the Cycle: Supporting Recovering Drug Users and Ex-Users into Employment

Problem Drug Users?



NTA Definition :

Problem Drug User (PDU) = An individual presenting with opiates and/or crack cocaine as their main, second or third drug recorded at any episode during their latest treatment journey.

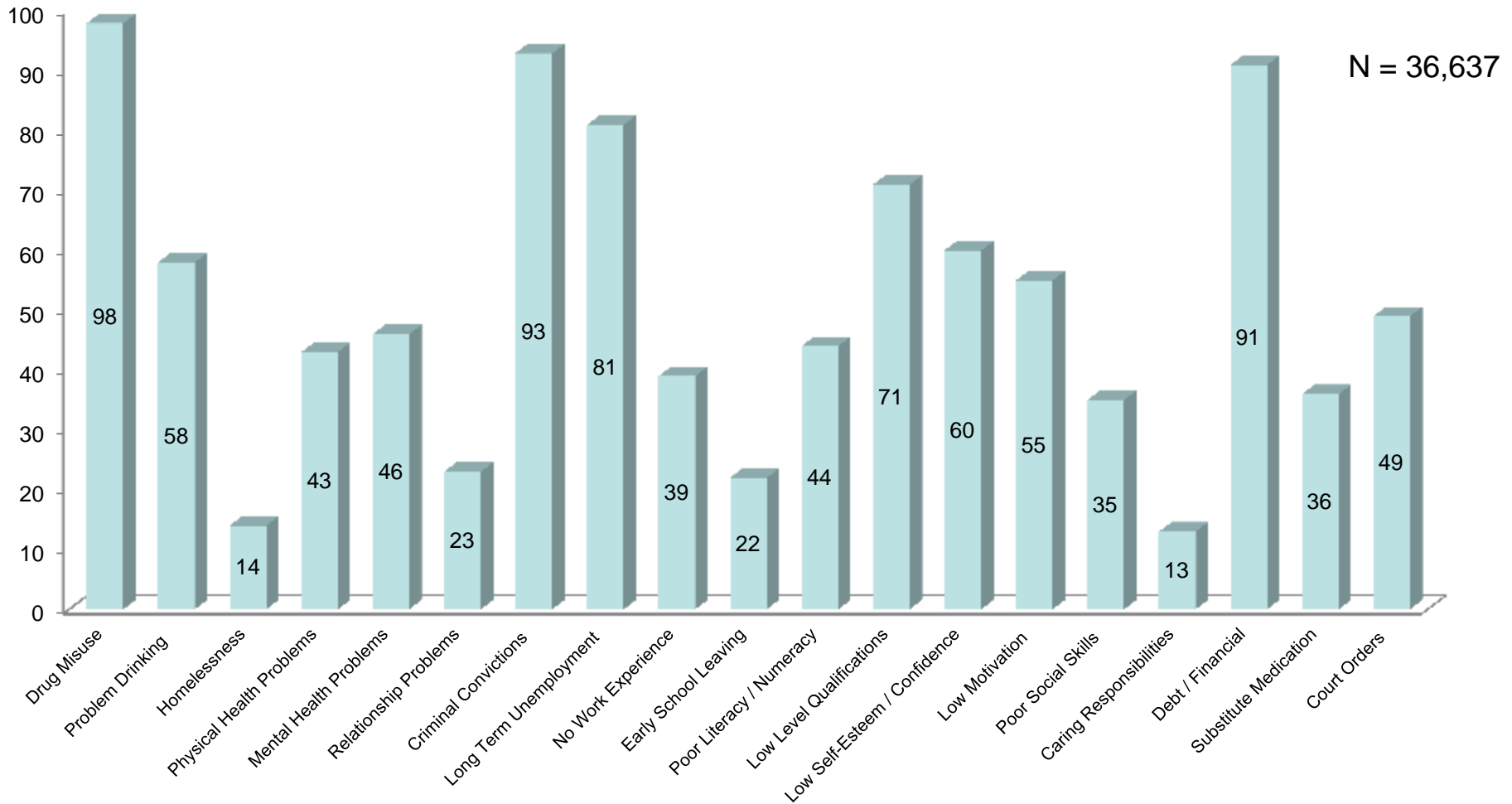
DWP Eligibility Criteria for P2W :

An individual disadvantaged in the labour due to Drug Misuse.

Barriers to Employment



Identified Barriers to Employment - P2W Customers 2003 - 2011



Barriers to Employment

Drug Misuse (98%)



- **Addiction / Dependency Lifestyle (time consuming)**
- **Employer Perspective on Employing Drug Users / Former Drug Users.**

Barriers to Employment

Drug Misuse (98%)



- **Addiction / Dependency Lifestyle (time consuming)**
- **Employer Perspective on Employing Drug Users / Former Drug Users.**
- *Treatment (harm reduction advice, relaxation therapies, coping skills training, CBT, cue exposure, diversion activities, acupuncture).*

Barriers to Employment

Drug Misuse (98%)



”I would not offer employment to a former / Current user of the following drug:”

	Former	Current
Heroin	92%	93%
Crack	87%	96%
Cocaine	60%	64%
Recreational/dance drugs	22%	41%

Source: Getting Problem Drug Users (Back) in to Employment, UK DRUGS POLICY COMMISSION – DEC 2008
Criminal Justice Research Unit, School of Law, University of Manchester

Barriers to Employment



Drug Misuse (98%)

- **Addiction / Dependency Lifestyle (time consuming)**
- ***Treatment (relaxation therapies, coping skills training, CBT, cue exposure, diversion activities, acupuncture).***
- **Employer Perspective on Employing Drug Users / Former Drug Users.**
- ***Disclosure advice, employer engagement, publicise success, exploit contacts***

Barriers to Employment

Problem Drinking (58%)



Addiction / Dependency

- ***Referral for Treatment (harm reduction advice, relaxation therapies, coping skills training, CBT, cue exposure, diversion activities, acupuncture).***

Barriers to Employment

Homelessness (14%)



- **Sofa Surfers**
- **Rough Sleepers**
- **Individuals with very unstable living conditions (squatters, night shelter residents)**
- **Advice, Guidance Signposting in respect of housing rights.**
- **Referral to hostels and night shelters.**
- **Bond guarantees**
- **First months rent to private landlords**

Barriers to Employment

Physical Health (43%)



- Self neglect
 - Weakened Immune System
 - Poor Nutrition
 - Cirrhosis
 - Jaundice
 - BBV's
 - Hepatitis B (21%)
 - Hepatitis C (50%)
 - HIV (4.5%)
 - DVT
 - STD's
 - Cardiovascular conditions
 - Abnormal Heart Rate / Heart Attacks
 - Bacterial Infections of Blood Vessels & Heart Valves
 - Increased Blood Pressure
 - Stroke
 - Collapsed Veins
 - Cancer
 - Kidney Disease
 - Rheumatological Problems (inc. arthritis)
- Refer for Medical Check-up / Treatment (based on risk behavior)
 - Register Service Users with a GP and Dentist

Barriers to Employment

Physical Health (43%)



- Self neglect
 - Weakened Immune System
 - Poor Nutrition
 - Cirrhosis
 - Jaundice
 - BBV's
 - Hepatitis B (21%)
 - Hepatitis C (50%)
 - HIV (4.5%)
 - DVT
 - STD's
 - Cardiovascular conditions
 - Abnormal Heart Rate / Heart Attacks
 - Bacterial Infections of Blood Vessels & Heart Valves
 - Increased Blood Pressure
 - Stroke
 - Collapsed Veins
 - Cancer
 - Kidney Disease
 - Rheumatological Problems (inc. arthritis)
- Refer for Medical Check-up / Treatment (based on risk behavior)
 - Register Service Users with a GP and Dentist

Barriers to Employment

Mental Health (46%)



- **Affective disorders
(depression)**
- **Anxiety disorders**

Barriers to Employment



Mental Health (46%)

- **PHQ-9** Questionnaire is designed to facilitate the recognition of the most common mental health disorders in primary care patients. It can also be used to monitor change in symptoms over time and provides a depression severity index score.
- **GAD7** A screening tool and severity measure for generalised anxiety disorder, the GAD7 also has good operating characteristics for three other common anxiety disorders – panic disorder, social anxiety disorder and post-traumatic stress disorder.

Barriers to Employment

Mental Health (46%)



Rightsteps Employment

- **Affective disorders (depression)**
- **Anxiety disorders**

- Assessment & psychosocial interventions delivered via telephone
- Interventions last between 45mins and 1 hr.
- Based on a CBT (Cognitive Behavioral Therapy) model.

Barriers to Employment



Relationship Problems (23%)

- **At any given point one partner is typically more ready and motivated to change.**
- **Engaging the other partner is frequently key to determining success or failure**

Barriers to Employment

Criminal Convictions (93%)



Objections to employing offenders:

- The company is legally responsible for the actions of employees
- To protect customers/clients
- To protect employees
- Reduce the risk of crime at work
- So as not to tarnish the companies reputation.
- Could not trust someone with convictions
- Would not be the “right sort” of person
- Insurance reasons
- Employees would disapprove

Barriers to Employment

Criminal Convictions (93%)



- **Rehabilitation of Offenders Act.**
- **Advise customers of how and when to disclose**
- **Advise how to avoid the requirement to disclosure**
- **Direct Links with Employers**
- **Recruit “Employer Mentors”**

Barriers to Employment

Criminal Convictions (93%)



- **Rehabilitation of Offenders Act.**
- **Advise customers of how and when to disclose**
- **Advise how to avoid the requirement to disclosure**
- **Direct Links with Employers**
- **Recruit “Employer Mentors”**

Barriers to Employment



Criminal Convictions (93%)

- An employer may sack or discipline an employee who falsely declared on his job application form that he had no criminal convictions. • True
- An ex-offender can claim unfair dismissal if he is dismissed from a job as a result of his employer becoming aware of “spent” convictions. • True
- An employer may sue an employee for damages if the employee provided false information about their health on the application form. • True
- An absolute discharge means that the person charged was NOT convicted of an offence. • False
- Convictions sustained as a minor are regarded as “spent” when a person reaches the age of 18 and therefore don’t have to be declared on a job application. • False
- Lying on your CV is not an offence. • True

Barriers to Employment



Long Term Unemployment (81%)
No Work Experience (39%)

- **Skills Gap**
 - **Training (hard and soft skills)**
 - **Work Experience (Volunteering)**
- **CV's and Application Forms**
 - **Transferable Skills**
 - **Functional or Hybrid CV's**

Barriers to Employment

Early School Leaving (22%)
Poor Literacy / Numeracy (44%)



- **Dyslexia / Dyscalculia**
- **Specialist Assessment**
- **Basic Skills Deficits**
- **Individualised Tuition**

Barriers to Employment



Low Level Qualifications (71%)

Barriers to Employment



Low Level Qualifications (71%)

- **Building Labourer**
- **Security Guard**
- **Kitchen Porter**
- **Retail Assistants**
- **Taxi Driving**
- **Nursery Assistant**
- **CSCS**
- **SIA Licence**
- **Food Hygiene Certificate**
- **Customer Service Certificate**
- **“Knowledge”**
- **NVQ 2**

Barriers to Employment

Low Self-Esteem / Confidence (60%)
Low Motivation (55%)



Rightsteps Employment

- **Assessment & psychosocial interventions delivered via telephone**
- **Interventions last between 45mins and 1 hr.**
- **Based on a CBT (Cognitive Behavioral Therapy) model.**

Barriers to Employment

Poor Social Skills (35%)



Teaching of:

- **Social Skills**
- **Social Networking**

Barriers to Employment

Caring Responsibilities (13%)



- **Childcare costs**
- **Discrimination against those with caring responsibilities**
- **Reluctance to offer flexible working**

Barriers to Employment



Debt / Financial Problems (91%)

- Less time to look for work
- Negative impact on health
- Unable to afford to apply for work
- Employer recruitment processes discriminate
- Withdrawal of Banking services
- Harassment by lenders
- Meet travel and job search costs
- Provide Debt counseling / advice / assistance
- Assisting Customers to open basic bank accounts

Barriers to Employment



Debt / Financial Problems (91%)

- Less time to look for work
- Negative impact on health
- Unable to afford to apply for work
- Employer recruitment processes discriminate
- Withdrawal of Banking services
- Harassment by lenders
- Meet travel and job search costs
- Provide Debt counseling / advice / assistance
- Assisting Customers to open basic bank accounts

Barriers to Employment



Substitute Medication (36%)

- **Automated Dispensing**
 - **D.I.P's**
 - **D.R.R's**
 - **CAU's**
- **Negotiate with prescriber to obtain:**
 - weekly dispensing
 - or a
 - pharmacy dispensed
 - prescription
- **Negotiate a working hours with employer.**

Barriers to Employment

Court Orders (49%)

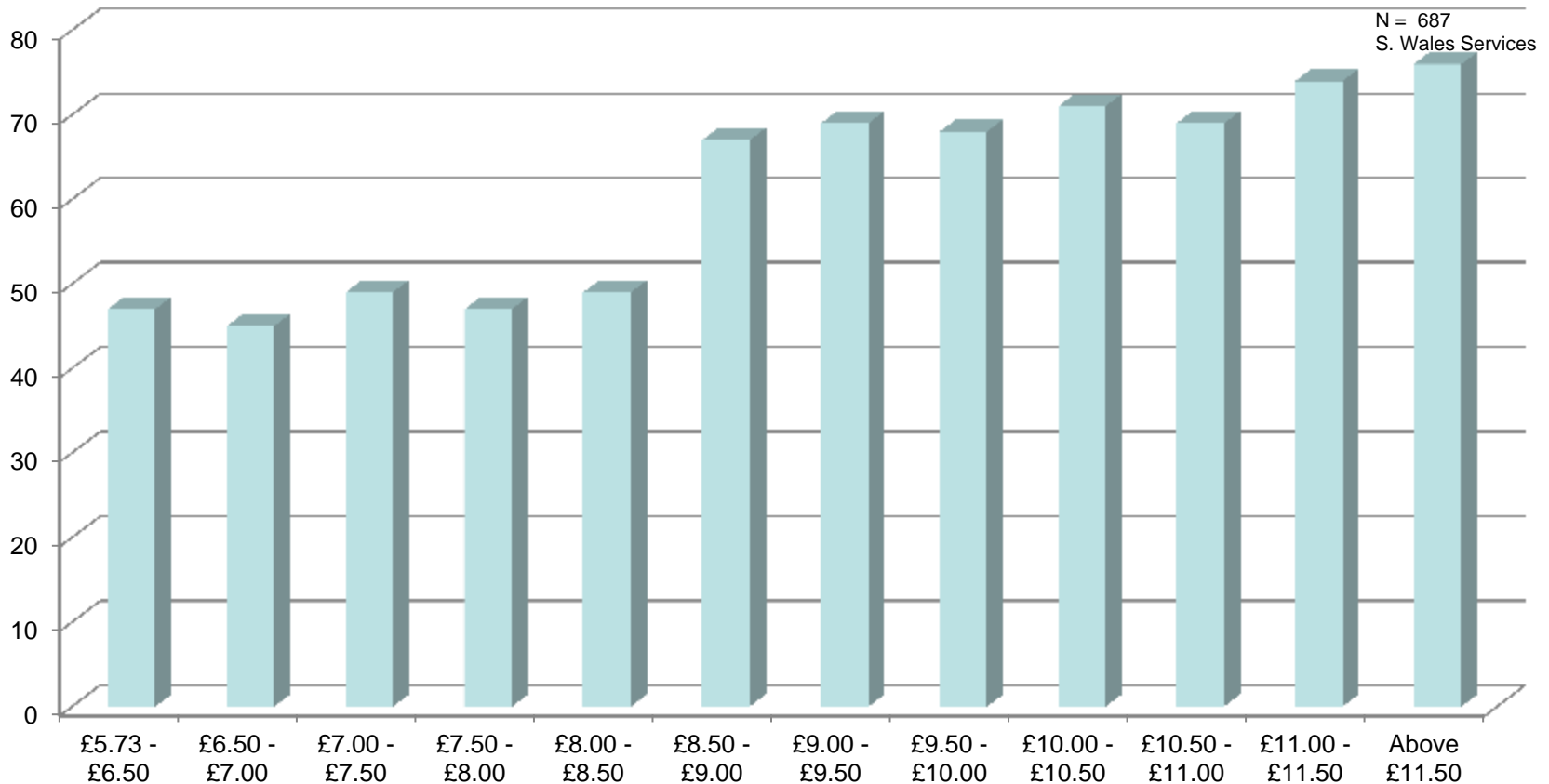


- **Probation conditions**
- **Bail conditions**
- **Injunctions**
- **Exclusion orders**
- **ASBO's**
- **Banning Orders**
- **Serious Crime Prevention Orders**

Sustaining Employment



Percentage of P2W Customers Sustaining in Employment for 13 weeks (2008 - 2011)



Sustaining Employment



Minimum Wage Rates (22+)

- **2008: £5.73**
- **2009: £5.80**
- **2010: £5.93**
- **2011: £6.08**

Sustaining Employment



Percentage of P2W Customers Sustaining in Employment for 13 weeks (2008 - 2011)

