Pilot Outcomes of Career Activation Network (CAN)
– Vocational Rehabilitation Service for People with Substance Abuse in Castle Peak Hospital

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The Role of Work in Substance Dependency Treatment: A Preliminary Overview

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• Relatively good functional status

(Rehabilitation Services Administration, 2006)
有能力但有工開 調查指33%殘疾人士失業

雖然本港就業市場向好，失業率偏低，但仍有很多人無工開，他們都是有能力的殘疾人士。香港復康會一項調查顯示，逾33%受訪的殘疾人士失業或待業，比率遠高於本港整體失業率3.3%，當中逾半人失業至少2年。該會促請當局「就業配額制」，政府、公營機構及非政府組織更應带头將聘用殘疾人士比例升至4%。

調查與理工大學康復治療科學系及長期病患者就業關注組合辦，於去年9月至11月訪問了221位15至60歲的殘疾人士及長期病患者，逾33%人失業或待業，當中54%已失業至少2年；80%受訪者支持推行「殘疾人士就業配額制」。關注組代表王政國表示，雖然身患神經纖維瘤及重症肌無力症，但有工作能力，惜欠缺就業機會，促當局加強就業服務。

調查又顯示，約70%受訪的殘疾人士及長期病患者不需要使用輔助器具，且願意工作。理工大學康復治療科學系助理教授陳子輝指出，調查反映普遍受訪者的行動能力不俗，也有工作意向，卻一直苦無出路，沒有就業機會。有聘用殘疾人士的僱主梁先生認為，殘疾僱員工作穩定性較強，工作表現與健全僱員分別不大，只是自信心及表達能力普遍較遜色。

患有玻璃骨的楊小姐大學畢業後花了一年半時間才找到文職工作。她寄過百封求職信，卻遭僱主以工作環境因素、未能配合工作需要等理由拒絕聘用。香港復康會高級經理梁錦滔促盡快建立就業配額制，透過立法規管企業聘用殘疾人士的比例，政府、公營機構和非政府組織更應带头將聘用比例增至4%。

蘋果日報 2015年04月25日(一)
Unemployment Rate

(Central Registry of Drug Abuse, 2014; Census and Statistics Department, 2015)

- Clients with Substance Abuse: 46%
- General Population: 3.3%
**Supported Employment**

- Job post training on specific work skills
- Program-based training on social and workplace skills
- Cognitive enhancement training
- Work hardening / reconditioning
- Program-based training on job acquisition & wellbeing
- Cognitive enhancement training

**Open Employment**

- ERB taster program, Mindset job training program
- Driving simulator

**Cafe, boutique, and cleansing job posts**

**SE preparation program**

**RehaCom, Cogniplus, Bridging program**

**Protocols for cleansing worker, courier, delivery worker, waiter, kitchen helper, security guard**

**Vocational goal setting class, Job interview preparation program, stress management program, lifestyle redesign program**

**Bridging program, CRT, PM training program, SCIT**

**Driving simulator**
Work hardening / reconditioning
- Protocols for cleansing worker, courier, delivery worker, waiter, kitchen helper, security guard

Program-based training on job acquisition & wellbeing
- Vocational goal setting class, Job interview preparation program, stress management program, lifestyle redesign program

Cognitive enhancement training
- Bridging program, CRT, PM training program, SCIT

Job exploration
- ERB taster program, Mindset job training program

Driver assessment & training
- Driving simulator

Open Employment

Job pool

Career Activation Network (CAN)
Career Activation Network (CAN)

• Promote clients with SA in **open employment** that best suit their attributes and capabilities to facilitate recovery journeys and reintegration into community

• **Rapidly placing** clients in competitive jobs through an employment network developed by occupational therapist
Service Framework of CAN

Employment Network
- Liaison with employers
- Job analysis
- Increasing flexibility on job arrangement

Rapid Job Placement
- Job matching
- Preparation for job interview
- Orientation visit to work-place

On-the-job Support
- Support for both employee and employer
- Facilitating work adjustment

Creating Job Opportunities

Facilitating Job Engagement

Increasing Job Sustainability

Promoting Employment & Recovery
Service Framework of CAN

Employment Network
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Creating Job Opportunities
Facilitating Job Engagement
Increasing Job Sustainability

Promoting Employment & Recovery
Screening for suitability of CAN

Suitable for CAN?

Yes

- Job Matching
- Job Placement

No

Vocational services

Secure job placement?

No

Discharged from CAN

Yes

Sustain job placement?

No

On-the-job support
Pilot Outcomes of CAN
Basic demographic data

• A total of 49 clients were recruited during Aug 2013 to Dec 2014

• Gender
  – Male: 33 (67%)
  – Female: 16 (33%)

• Average age: 36.4 ± 8.7
BEFORE CAN: Employment Status

N = 49

Supported Employment
(6 out of 49) 12.2%

Unemployment
(43 out of 49) 87.8%

- 2 years of above: 32 out of 43 (74.4%)
- 5 years or above: 21 out of 43 (48.8%)
- 10 years or above: 11 out of 43 (25.6%)
AFTER CAN: Job Attainment

Failed to attain a job / Default
(8 out of 49) 16.3%

Engaged in a job
(41 out of 49) 83.7%

46% of unemployment rate

(Central Registry of Drug Abuse, 2014)
AFTER CAN: Job Sustainability

N = 41

- More than six months (11 out of 41) 27%
- Three to six months (4 out of 41) 10%
- One to three months (8 out of 41) 19%
- Less than a month (18 out of 41) 44%
AFTER CAN: Job Status

• Mean monthly salary: $7440

• Mean working hour:
  – 4 hours / day (part-time post)
  – 8 hours / day (full-time post)

• Job posts referred:
  – Cleansing worker
  – Porter job
  – Waiter / waitress
Program satisfaction

• 37 out of 49 satisfaction survey were returned
  – Response rate: 75.5%

• High satisfaction towards CAN program
Program satisfaction

- Satisfying vocational needs: 86.5%
- Helping in employment: 100%
- Fulfilling expectation: 91.9%
- Satisfying with overall program: 100%
- Resorting to CAN if needed: 97.3%
- Recommending CAN to others: 100%
Conclusion

• CAN is effective in promoting employment in clients with substance abuse
• High satisfaction from clients towards CAN program

Maximizing potential strength & recovery of clients
4. Future development

• Expanding the employment networks
• Extending to other clients (e.g. general adult psy)
• Evaluating program effectiveness in promoting recovery
• Conducting focus groups for valuable feedback of clients
5. Acknowledgement

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6. Reference


Thank You