




1 July 2015 to 31 Jun 2017

**Path Builders for drug abusers-  
community rehabilitation project**  
「『工』不可沒」社區康復支援計劃  
**BDF140008**


Tung Wah Group of Hospitals CROSS Centre  
東華三院越峰成長中心



東華三院  
Tung Wah Group of Hospitals




Project Name




東華三院越峰成長中心  
Tung Wah Group of Hospitals CROSS Centre


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## Introduction

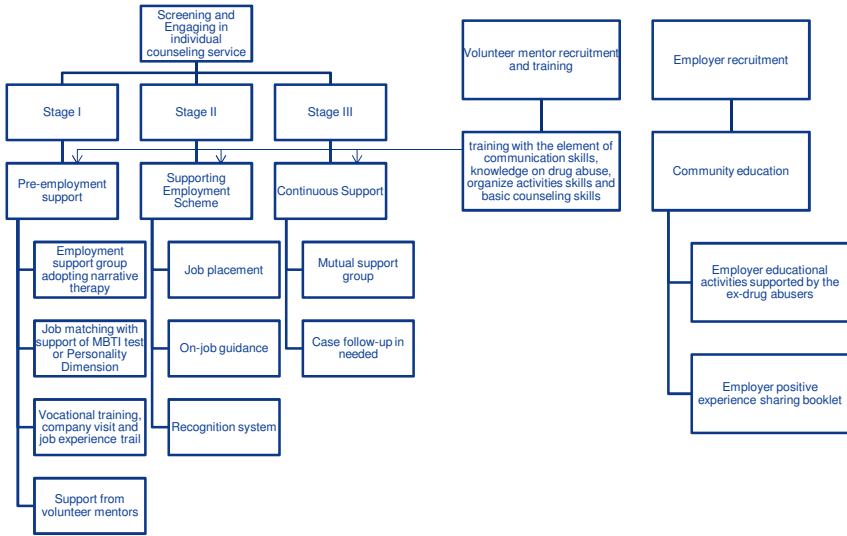


- The project provided comprehensive community rehabilitation service for drug abusers with aged 40 years old or below. It aims to increase drug abusers' motivation to quit drugs, enhance their self-efficiency, develop a positive social network and sense of identify through employment support programme, therapeutic counselling groups, mentorship scheme and individual case intervention. Project also set up a pilot and innovative online job market platform to explore and search out hidden drug abusers.
- The project lasted for 2 years and benefited 81 drug abusers, 50 volunteer mentors and 23 employers.
- We achieved 81.4% drug abusers reduced the frequency of drug abuse, 79.7% showed reduction in relapse risk, 88.1% showed improvement in sense of coping self-efficacy and 76.3% showed improvement in their employment readiness.
- Besides, 100% employers and volunteer mentors increased the acceptance of treatment and rehabilitation service and ex-drug abusers and improved their knowledge about drug harms.




## Project Content





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    graph TD
      A[Screening and Engaging in individual counseling service] --> B[Stage I]
      A --> C[Stage II]
      A --> D[Stage III]
      B --> B1[Pre-employment support]
      C --> C1[Supporting Employment Scheme]
      D --> D1[Continuous Support]
      B1 --> B1_1[Employment support group adopting narrative therapy]
      B1 --> B1_2[Job matching with support of MBTI test or Personality Dimension]
      B1 --> B1_3[Vocational training, company visit and job experience trail]
      B1 --> B1_4[Support from volunteer mentors]
      C1 --> C1_1[Job placement]
      C1 --> C1_2[On-job guidance]
      C1 --> C1_3[Recognition system]
      D1 --> D1_1[Mutual support group]
      D1 --> D1_2[Case follow-up in needed]
      E[Volunteer mentor recruitment and training] --> F[training with the element of communication skills, knowledge on drug abuse, organize activities skills and basic counseling skills]
      G[Employer recruitment] --> H[Community education]
      H --> H1[Employer educational activities supported by the ex-drug abusers]
      H --> H2[Employer positive experience sharing booklet]
  
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## Project Content

### Screening and Engaging in individual counseling service

- *Individual counseling*
  - To understand participants' strength and develop a short term plan in career
  - 455 sessions of Individual interview for drug abusers
  - 70 drug abusers were success to complete 6 sessions of individual counseling



## Project Content

### Pre-employment support

- *Employment support group adopted narrative therapy*
  - To review drug abusers' past experience and consolidate the unique outcomes to become a new experience for strengthen their self
  - To enhance their self-understanding through the art intervention
  - 9 group / 36 sessions employment support group adopted narrative therapy was provided
  - 59 drug abusers were recruited to join at least 3 sessions of group

 **Project Content**




 **Project Content**

**Pre-employment support**

- *Vocational training, company visit and job experience trail*





## Project Content

- To enhance the skill of drug abusers and develop the coping skill during the training
  - Project team had organized working English, pet grooming, coffee making, carpentry, make-up and beauty, mountaineering and fitness training.
- To explore drug abusers' possibility in different industries and enlarge their view in the aspect of career
  - Project team had organized job experience trail in different industries such as photo taking, café, pet grooming, eco-tourism, video taking, carpentry and Ocean Park
- 13 training / 51 sessions vocational training / company visit / job experience trail was provided
- 71 drug abusers were recruited to join at least 3 sessions of training/visit/job experience trail



## Project Content









## Project Content

### Pre-employment support

- *Mentorship scheme and matching*
  - To help drug abusers intergraded in the job more easy
  - 80 sessions were provided for mentors and mentees matching




## Project Content

### Supporting employment scheme



- *Recognition scheme and job placement*
  - To enhance drug abusers' work motivation
  - 28 drug abusers were success to maintain a job more than 3 months and received \$1200 from the recognition scheme
  - 2 drug abusers were success to maintain a job for 1 month and received \$200 from the recognition scheme



## Project Content

### Continues support

- *Mutual support group*
  - To provide a positive social network for the drug abusers and maintain their healthy life pattern.
  - 6 group / 23 sessions mutual support group were provided
  - 40 drug abusers were recruited and joined the mutual support group


## Project Content

### Volunteer mentor

- *Mentor training and outreaching*
  - To equip mentors on the drug trend, needs of drug abusers and communication skill
  - 4 batches / 13 sessions volunteer mentor training were provided
  - 50 volunteer mentor were recruited and join the training
  - 55 person times outreach were arranged








## Project Content

### Employer support

- *Education session*
  - To enhance employers' understanding on drug abusers so as to increase their acceptance towards them
  - To provide a platform for communication between drug abusers, social workers and employers
  - 23 employers were recruited to provide job opportunities, placement, vocational training or job experience trail
  - 20 employers were recruited to join the education session




## Output and Outcome Evaluation

### Evaluation methods

- Pre-test and Post test survey



### Method of data collection



- Data were retrieved from participant's enrolment / registration record







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 <b>Output Evaluation</b>  <b>東華三院越峰成長中心</b> Tung Wah Group of Hospitals CROSS Centre		
	Expected Result	Achieved Result
<b>Output Indicator 1</b>	Recruited at least 80 drug abusers to join the supporting employment scheme, among which 70% (or 56 drug abusers) complete at least 6 sessions of counselling	81 drug abusers (101.3%) recruited and 70 drug abusers (125%) completed at least 6 sessions of counselling
<b>Output Indicator 2</b>	Recruit at least 80 drug abusers to join the pre-employment support, among which 70% (or 56 drug abusers) achieve 70% attendance (or 3 sessions) in the employment support group adopting narrative therapy	81 drug abusers (101.3%) recruited for the employment support group adopting narrative therapy  59 drug abusers (105.4%) completed at least 70% attendance (or 3 sessions) in the employment support group adopting narrative therapy


 <b>Output Evaluation</b>  <b>東華三院越峰成長中心</b> Tung Wah Group of Hospitals CROSS Centre		
	Expected Result	Achieved Result
<b>Output Indicator 3</b>	Recruit at least 80 drug abusers to join the pre-employment support, among which 70% (or 56 drug abusers) achieve 70% attendance in the vocational training	81 drug abusers (101.3%) recruited for the vocational training  71 drug abusers (126.8%) completed at least 70% attendance in the vocational training
<b>Output Indicator 4</b>	Recruit 40 volunteer mentors, among which 70% (or 28 mentors) complete the whole training (3 sessions)	50 volunteer mentors (125%) recruited  50 volunteer mentors (178.6%) completed at least 3 session of mentor training

 <b>Output Evaluation</b>  <b>東華三院越峰成長中心</b> <small>Tung Wah Group of Hospitals CROSS Centre</small>		
	Expected Result	Achieved Result
<b>Output Indicator 5</b>	Recruit 40 volunteer mentors, among which 70% (or 28 mentors) join the agency visit	50 volunteer mentors(125%) recruited  33 volunteer mentors (117.9%) completed the agency visit
<b>Output Indicator 6</b>	Recruit 20 supporting employers, among which 70% (or 14 employers) provide vocational training, job experience trail or job placement	23 supporting employers(115%) recruited  20 sharing session (142.9%)completed

 <b>Outcome Evaluation</b>  <b>東華三院越峰成長中心</b> <small>Tung Wah Group of Hospitals CROSS Centre</small>		
	Expected Result	Achieved Result
<b>Outcome Indicator 1</b>	70% of participants in employment support group show a reduction in frequency of drug abuse. (BDF Question Set No.7)	81.4% drug abusers showed reduction in their drug use frequency (By pre-test & post-test survey)
<b>Outcome Indicator 2</b>	70% of participants in employment support group show reduction in relapse risk (BDF Question Set No.3)	79.7% showed reduction in relapse risk (By pre-test & post-test survey)

 <b>Outcome Evaluation</b>  東華三院越峰成長中心 <small>Tung Wah Group of Hospitals CROSS Centre</small>		
	<b>Expected Result</b>	<b>Achieved Result</b>
<b>Outcome Indicator 3</b>	70% of participants in employment support group show improvement in sense of coping self-efficacy (General self-efficacy scale)	88.1% showed improvement in sense of coping self-efficacy (By pre-test & post-test survey)
<b>Outcome Indicator 4</b>	70% of participants in employment support group show improvement in their employment readiness (Chinese Lam Assessment of Stage of Employment Readiness)	76.3% showed improvement in their employment readiness (By pre-test & post-test survey)

 <b>Outcome Evaluation</b>  東華三院越峰成長中心 <small>Tung Wah Group of Hospitals CROSS Centre</small>		
	<b>Expected Result</b>	<b>Achieved Result</b>
<b>Outcome Indicator 5</b>	70% of employers and mentors show an increase in acceptance of treatment and rehabilitation services and ex-drug abusers (Tailor-made evaluation questionnaire)	100% showed an increase in acceptance of treatment and rehabilitation services and ex-drug abusers (By pre-test & post-test survey)
<b>Outcome Indicator 6</b>	70% of employers and mentors show improvement in knowledge about drug harms (BDF Question Set No.2)	100% gained knowledge about drug harms. (By pre-test & post-test survey)



## Outcome Evaluation

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### Testimonial

「好似未試果連續做3個月野，因為有人鼓勵，係工作上面有咩又可以同社工講，老闆又肯溝通，感覺都幾好。」

阿欣 (化名)  
(成功於餐廳工作超過3個月)

「原本因為人事做得唔開心打算唔做，不過聽完師友既分享，決定繼續工作，學下點樣改善相處關係先囉，如果到最後都唔得都叫做試過呀」

Hayden (化名)  
(於飲食業工作超過半年)

「最開心係知道佢搵到自己方向，人生錯過唔緊要，最重要肯改變，機會一定會比，我都好願意繼續支持佢。」

CY (寵物美容課程導師)

「可以幫到呢班人其實好開心，雖然只係協助佢地過渡，希望佢地成功堅持。」

Way (僱主)

