



Sustainable Employment Team 職業穩工隊 (BDF160038)

1 Sept 2017 - 29 Feb 2020

Tuen Mun Substance Abuse Clinic & Occupational Therapy Department
Castle Peak Hospital

Introduction

- Gainful employment is a recovery capital in drug abuse rehabilitation and one of the common indicator of successful drug abuse treatment
- Sustainable Employment Team is a vocational rehabilitation intervention that promotes sustainability of employment with emphasis on achieving balanced lifestyle, long-term goal attainment and improving self-efficacy

Project Objectives

1. To promote sustainable employment of participants
2. To enhance resilience to drugs of participants
3. To improve general health of participants
4. To improve quality of life of participants

Project Content

- Sustainable Employment Team is divided into 4 phases:
 - ▶ Phase 1: Vocational goal-setting (事業起跑線)
 - ▶ Phase 2: Skill building (才能自有方)
 - ▶ Phase 3: Job acquisition (搵工加油站)
 - ▶ Phase 4: Job retention (穩健獎門人)
- Service period of each participant is around 6-9 months

Service Promotion

服務簡介及目的

一份合適又穩定的工作，再配合健康的觀念，能幫助普通人享受健康、快樂及豐富的人生。

此計劃的職業治療師會透過為約六至九個月、共二十小時的課程、輔導及小組活動，鼓勵參加者維持穩定的工作及建立平衡的生活模式。

服務概覽

0課
職業治療師
 幫助一些被診斷的各種次生生活困難人士，重新建立生活模式。

- ✓ 職業輔導
- ✓ 職業訓練
- ✓ 職業諮詢
- ✓ 工作評估
- ✓ GET SET, GO!

4課
專業化技巧
 將一些設計好的工作，配合專業化技巧，讓參加者能進行計劃、處理困難事件及應對挑戰。

- ✓ 職業化技巧
- ✓ 職業化轉運
- ✓ 職業化溝通
- ✓ 工作評估
- ✓ 工作評估

2-4課
職工加油站
 提供一個專業培訓計劃，讓參加者能重新建立工作信心。

- ✓ 工作評估
- ✓ 職業化
- ✓ 職業化之職
- ✓ HAPPY
- ✓ GATHERING
- ✓ 職業化之職
- ✓ 職業化之職
- ✓ 職業化之職
- ✓ 職業化之職

6-10課
職工打氣
 提供一個專業培訓計劃，讓參加者能重新建立工作信心。

- ✓ 工作評估
- ✓ 職業化
- ✓ 職業化之職
- ✓ HAPPY
- ✓ GATHERING
- ✓ 職業化之職
- ✓ 職業化之職
- ✓ 職業化之職
- ✓ 職業化之職

每位參加者的參與計劃程度會因應情況而有別。

服務對象

經正接受區內精神科治療中心或社區精神科中心人士，年齡15歲至40歲，願意投入參與本計劃。

查詢

如有任何查詢，歡迎與本計劃的職業治療師聯絡。

電話：李曉儀 93781569
 蘇先生 93781564

申請辦法

由區內精神科治療中心或社區精神科中心轉介。

請將申請人資料詳情填妥至：
24610566

費用

全免(本計劃由慈善基金撥款資助)

申請人資料

姓名：_____

性別/年齡：_____

聯絡電話：_____

轉介機構：_____

轉介人姓名：_____

轉介機構電話：_____

轉介日期：_____

職業“穩”工隊

屯門物質濫用診所

香港精神科醫學會

香港職業治療師學會

Training Material (Participant Manual)

職業穩工隊
 Sustainable Employment Team (SET)

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Vocational Goal-setting (事業起跑線)

- Identify participants' strength and weakness through work assessment and promote reflection for changes
- Evoke motivation for employment with Motivational Interviewing
- Promote realistic vocational goal-setting with therapist's guidance



Individual assessment



Group assessment

Skill Building (才能自有方)

- Develop competence and equip participants with essential skills such as job acquisition skills and stress management to increase sustainability of employment
- Review goal set & formulate action plan



Group training at
drug detoxification residential centres



Group training at halfway house

Job Acquisition (搵工加油站)

- ❑ Empower participant to apply skills learnt and take actions for job acquisition
- ❑ Evaluate implemented actions & appraise effort in making change



Make-up class for job interview

Job Retention (穩健獎門人)

- ❑ Support sustainable employment through job coaching
- ❑ Enhance self-efficacy and facilitate long-term goal attainment of participants for persistent change
- ❑ Facilitate work-life balance and promote engagement through participation into different activities & long-term goal attainment



BBQ activity



Canoeing class



Turnip cake making

Output Evaluation Results

	Expected Result	Achieved Result
Output Indicator 1	<ul style="list-style-type: none"> Conduct 200 sets (400 sessions) of work assessment for 200 service users (2 sessions for each participant) 	<ul style="list-style-type: none"> Conducted 202 sets (404 sessions) (101%) of work assessment for 202 service users (101%)
Output Indicator 2	<ul style="list-style-type: none"> Recruit 150 participants, 80% of them (120 participants) complete the 18-session program 	<ul style="list-style-type: none"> Recruited 150 participants (100%) 125 participants (104.2%) completed the 18-session program
Output Indicator 3	<ul style="list-style-type: none"> Conduct 52 social and leisure activity groups for 120 participants 	<ul style="list-style-type: none"> Conducted 52 social and leisure activity groups (100%) for 149 participants (124.2%)

Outcome Evaluation Results

	Expected Result	Achieved Result
Outcome Indicator 1	<ul style="list-style-type: none"> 60% of service users can sustain employment or study for at least two months 	<ul style="list-style-type: none"> 125 participants completed the program. 97 of them (77.6%) sustained employment or study for at least two months
Outcome Indicator 2	<ul style="list-style-type: none"> 60% of service users show improvement in self-efficacy to avoid drug use (or statistical significant improvement in participant's self-efficacy to avoid drug use) 	<ul style="list-style-type: none"> 125 participants completed pre-test and post-test; 95 of them (76.0%) showed improvement

Outcome Evaluation Results

	Expected Result	Achieved Result
Outcome Indicator 3	<ul style="list-style-type: none">60% service users show improvement in general health (health-related quality of life) (or statistical significant improvement in participant's general health)	<ul style="list-style-type: none">125 participants completed pre-test and post-test; 93 of them (74.4%) showed improvement
Outcome Indicator 4	<ul style="list-style-type: none">60% of service users show improvement in quality of life (or statistical significant improvement in participant's quality of life)	<ul style="list-style-type: none">125 participants completed pre-test and post-test; 99 of them (79.2%) showed improvement

Experience Gained

- Comprehensive assessment allowed to have better understanding personal strength and weakness, and facilitated realistic vocational goal-setting
- The assessment also promoted participants' reflection on the impact of drug abuse and their raised awareness for positive changes
- Motivational Interviewing techniques were effective in evoking participants' motivation and improve program retention

Experience Gained

- Skill buildings did help participants to equip essential skills for better employability
- Job coaching was effective in empowering participants and promoting their self-efficacy to apply skills learnt to sustain a job
- Leisure activity groups provided enjoyable experience to participants so that they could build an engaging lifestyle and achieve work-life balance

Experience Gained

- Good implementation plan with realistic and reasonable output and outcome indicators ensured the achievement of program objectives
- Close collaboration and effective communication with DTRC & CCPSA enables smooth implementation of the program and comprehensive case management

Conclusion

- ❑ Sustainable Employment Team is effective in promoting sustainability of employment in adults with drug abuse
- ❑ Majority of participants were able to sustain their jobs for at least 2 months and their self-efficacy in drug avoidance, general health and quality of life also improved after completion of the program
- ❑ Sustainable practice of similar program is recommended in future to enhance rehabilitation of drug abusers in the community

END