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Tuen Mun Substance Abuse Clinic & Occupational Therapy Department

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#### 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

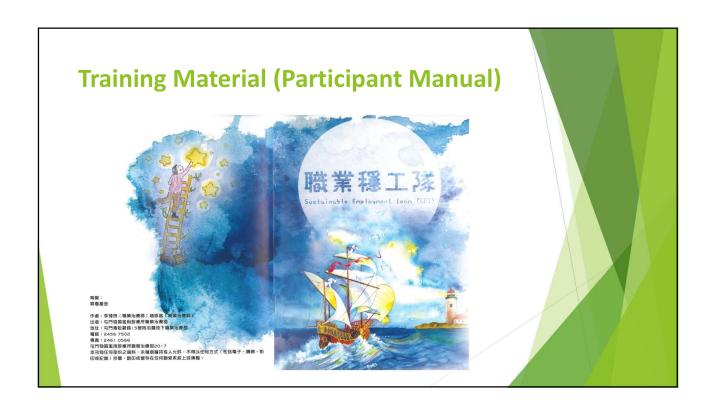
# **Project Objectives**

- 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





# 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







Group assessmen

# 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



BBO activity



Canneing class



Turnip cake making

# **Output Evaluation Results**

	Expected Result	Achieved Result
Output Indicator 1	Conduct 200 sets (400 sessions)     of work assessment for 200     service users (2 sessions for each     participant)	Conducted 202 sets (404 sessions) (101%) of work assessment for 202 service users (101%)
Output Indicator 2	Recruit 150 participants,     80% of them (120 participants)     complete the 18-session program	Recruited 150 participants (100%)     125 participants (104.2%)     completed the 18-session     program
Output Indicator 3	Conduct 52 social and leisure activity groups for 120 participants	Conducted 52 social and leisure activity groups (100%) for 149 participants (124.2%)

# **Outcome Evaluation Results**

	Expected Result	Achieved Result
Outcome Indicator 1	60% of service users can sustain employment or study for at least two months	125 participants completed the program. 97 of them (77.6%) sustained employment or study for at least two months
Outcome Indicator 2	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)	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	60% service users show improvement in general health (health-related quality of life) (or statistical significant improvement in participant's general health)	125 participants completed pre- test and post-test; 93 of them (74.4%) showed improvement
Outcome Indicator 4	60% of service users show improvement in quality of life (or statistical significant improvement in participant's quality of life)	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



- □ 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

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