The Clubhouse Model of Supported Employment

Employment Services for the Behavioral Health Population

# Introductions

* Skyler Deitrick
	+ Staff – 5 years
	+ Workabilities Clubhouse
	+ Sunbury, PA
* Ed Morales
	+ Staff-3 years
	+ Workabilities Clubhouse
	+ Sunbury, PA
* Karen Grentz
	+ Staff – 13 years
	+ Commerce Park Clubhouse
	+ Williamsport, PA

# What is a Clubhouse?

* A non-treatment based, vocational rehabilitation program
* A place where people (members) with a primary mental illness participate in their own recovery process by working and socializing together in a safe, welcoming environment.
* An organization that operates on proven standards developed over 5 decades by Clubhouse International and effective in over 320 Clubhouses worldwide.
* A community-based approach that complements available psychiatric and medical treatments.
* 100% voluntary
* Communities of people who are dedicated to one another’s success, no matter how long it takes or how difficult it is; belief that everyone can recover from their mental illness
* Organized around a belief that work, and relationships, are uplifting and provide a firm foundation for growth and important individual achievement, and the belief that normalized social and recreational opportunities are an important part of a person’s path to recovery.

# How it all began…

* 1943 – Rockland Psychiatric Center in New York
	+ WANA (We Are Not Alone)
	+ Fountain House, New York City
* 1955 - John Beard hired as director
* 1977 – Fountain House develops National Training Program
* 1987 – Clubhouse Expansion begins
* 1988 – Faculty for Clubhouse Development established
* 1989 – International Standards created
* 1994 – Clubhouse International is developed as global resource

# What does a Clubhouse provide?

* A work-ordered day in which the talents and abilities of members are recognized and utilized within the Clubhouse
* Participation in consensus-based decision-making regarding all important matters relating to the running of the Clubhouse
* Opportunities to obtain paid employment in the local labor market through a Clubhouse-create Transitional Employment Program. In Addition, members can participate in Supported and Independent programs
* Assistance in accessing community-based educational resources
* Event / weekend social and recreational events
* Assistance in securing and sustaining safe, decent and affordable housing

# Standard 21

**The Clubhouse enables its members to return to paid work through Transitional Employment, Supported Employment and Independent Employment; therefore, the Clubhouse does not provide employment to members through in-house businesses, segregated Clubhouse enterprises or sheltered workshops.**

## Primary Methods of Employment

### Transitional Employment (TE)

* + Time-limited opportunity (6-9 months); Position belongs to Clubhouse; Clubhouse develops & maintains relationship w/ employer; provides onsite training & support; guaranteed coverage.

### Supported Employment (SE)

* + Not time-limited; Position belongs to member; Competitive element to interview; Clubhouse develops & maintains relationship w/ employer, assists with job site development & often training; FT/PT; no absence coverage.

### Independent Employment (IE)

* + Not time-limited; Position belongs to member; FT/PT; Clubhouse does not commit to formal relationship w/employer or provide absence coverage; Clubhouse assists with career development, job search, and on-going support (e.g. employment dinners).

# Standard 22

The Clubhouse offers its own Transitional Employment program, which provides as a right of membership opportunities for members to work on job placements in the labor market. As a defining characteristic of a Clubhouse Transitional Employment program, the Clubhouse guarantees coverage on all placements during member absences. In addition the Transitional Employment program meets the following basic criteria:

## Criteria:

1. The desire to work is the single most important factor determining placement opportunity
2. Placement opportunities will continue to be available regardless of the level of success in previous placements.
3. Members work at the employer’s place of business.
4. Members are paid the prevailing wage rate, but at least minimum wage, directly by the employer.
5. Transitional Employment placements are drawn from a wide variety of job opportunities.
6. Transitional Employment placements are part-time and time-limited, generally 15 to 20 hours per week and from six to nine months in duration.
7. Selection and training of members on Transitional Employment is the responsibility of the Clubhouse, not the employer.
8. Clubhouse members and staff prepare reports on TE placements for all appropriate agencies dealing with members’ benefits.
9. Transitional Employment placements are managed by Clubhouse staff and members and not by TE specialists.
10. There are no TE placements within the Clubhouse. Transitional Employment placements at an auspice agency must be off site from the Clubhouse and meet all of the above criteria.

# Transitional Employment Overview

* Reciprocal relationship between Clubhouse and employer
* Part-time hours (*10-25 hours per week*)
* On-the-job and off-site support and coaching from Clubhouse staff
* Placements last 6-9 months in duration
* Competitive salary (*at least min. wage*)
* Allows members to gain or re-gain confidence, skills, and feel sense of self-worth
* Clubhouse provides transportation

# Transitional Employment Benefits

## Employer

* Pre-screening of employees
* On-side 1:1 training provided
* Continued and consistent supports
* Guaranteed coverage
* No turnover gaps
* Potential tax credit
* Workplace diversity
* Trial work period
* Public relationship opportunity
* Positive community impact

## Members

* Member’s own experience guides career plan. “If I have a job, I have a chance.”
* Job experience
* Key element in rehabilitation and reintegration into society
* Value and purpose to one’s life
* Provides an array of opportunity that no other vocational service model offers

# Standards 23 & 24

1. The Clubhouse offers its own Supported and Independent Employment Programs to assist members to secure, sustain, and better their employment. As a defining characteristic of Clubhouse Supported Employment, the Clubhouse maintains a relationship with the working member and the employer. Members and staff in partnership determine the type, frequency and location of desired supports.
2. Members who are working independently continue to have available all Clubhouse supports and opportunities as well as participation in evening and weekend programs.

# Supervisor Testimonies

“We absolutely love the *inclusion and rich diversity* it brings to our department. Day in and day out these individuals exhibit endless amounts of positivity and bring out the best in one another. There are invaluable assets and **our workplace would not function the same way without these individuals.”**

“It is an invaluable partnership. Every single person benefits.

These individuals provide our programs with **enthusiasm,**

**quality of work, and dedication**.

It is a *win-win situation*.”

“Our **best** workforce!”

# **Statistics – 2016**(Clubhouse International)

TABLE IDENTIFING THE NUMBER OF MEMBERS / EMPLOYEES THROUGHOUT CLUBOUSE INTERNATIONAL IN 2016

# Research Results

## Better employment rates

42% of members at Accredited Clubhouses annually – double the average rate for people in the public mental health system, plus longer on-the-job tenure for members engaging in Clubhouse Transitional Employment.

## Cost effectiveness

one year of holistic recovery services are delivered to Clubhouse members for the same cost as a 2-week stay at a psychiatric hospital. The cost of Clubhouses estimated to be one-third of the cost of the IPS model; about half the annual costs of Community Mental Health Centers; and substantially less than the ACT model.

## A significant decrease in hospitalizations

as a result of membership in a Clubhouse program.

## Reduced incarcerations

with criminal justice system involvement substantially diminished during and after Clubhouse psycho-social program membership

## Improved Well-Being

compared with individuals receiving psychiatric services without Clubhouse membership. Clubhouse members were significantly more likely to report that they had close friendships and someone they could rely on when they needed help.

# Pennsylvania Clubhouse Coalition

The Pennsylvania Clubhouse Coalition (PCC) is a non-profit organization consisting of 23 Clubhouses across the Commonwealth of Pennsylvania committed to improving the quality of life and community integration of people experiencing mental health recovery. PCC Clubhouses follow the International Clubhouse Standards published by Clubhouse International.

# Questions?

# Contact:

**Skyler Deitrick –** **deitricks@csgonline.org** **Ed Morales –** **moralese@csgonline.org** **Karen Grentz –** **grentzk@csgonline.org**