



Client Success Through Partnership: 2010 State TANF and Workforce Meeting

Resource Sheet

Substance Abuse and TANF

Arizona Families F.I.R.S.T. (Families in Recovery Succeeding Together)

Arizona Families F.I.R.S.T. (Families in Recovery Succeeding Together) (AFF) is a program that seeks to help parents address substance abuse issues that are affecting their ability to care appropriately for their children or to get and keep a job. This program has been implemented in collaboration with DES-contracted providers in the community and with the Department of Health Services. It seeks to provide the opportunity for families to overcome the barrier of substance abuse in order to reach the outcomes of permanency for children, family reunification, and self-sufficiency.

AFF emphasizes face-to-face outreach and engagement at the beginning of treatment, concrete supportive services, transportation, housing, and aftercare services to prevent relapses. One AFF project that is reaching residents in rural settings is a sober living house in Arizona's Mohave County. In collaboration with Westcare, AFF staff manages both the Emery and Blossom houses where residents receive employment readiness assistance, as well as domestic violence and substance abuse counseling. Residents are also required to seek and maintain employment and pay regular rent.

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Web site:

<https://egov.azdes.gov/CMSInternet/common.aspx?menu=678&menuc=160&id=7892>

Chrysalis House, Kentucky

Chrysalis House conducts a job readiness program in Kentucky based on a continuum of care which includes three transitional living facilities, a community center with licensed day care, 10 apartment sites, and a 40-unit apartment complex. Chrysalis House serves over 200 women and children annually, among which includes families receiving TANF benefits. The job readiness program includes basic and advanced computer training, image consultation, a job club, and on-site GED classes. In addition, Chrysalis House has successfully collaborated with the Department of Vocational Rehabilitation and Department of Corrections to better serve their families. Of the women currently enrolled in the program, 75 percent are working. Treatment outcomes indicate that 100 percent of Chrysalis House parenting, pregnant, or post-partum clients reported reductions in the amount of alcohol and drugs used in the past 30 days.

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Web site: <http://www.chrysalishouse.org/>

Community Assessment Service Centers (CASC)

Los Angeles developed a successful model of addressing substance abuse barriers by utilizing Community Assessment Service Centers (CASC) across the County to help participants better access services. The Los Angeles Department of Public Social Services (DPSS) in collaboration with the Alcohol and Drug Program Administration, funds eight regional Centers. The CASC staff conducts outreach and educational sessions at DPSS regional offices. TANF Eligibility Workers and Case Managers refer clients to the CASC if they suspect an alcohol or other drug problem or mental illness as a barrier to employment. The CASC staff, specialized in substance abuse problems and mental illnesses as well as assessment, offer motivational enhancements that help TANF participants recognize and acknowledge their barriers and become invested in treatment. TANF participants are identified by DPSS staff and through self-declaration.

Web site: <http://www.bhs-inc.org/casc.htm>

Florida Department of Children and Families, TANF Substance Abuse/Mental Health (SAMH) Partnership

The State of Florida has implemented a TANF Substance Abuse/Mental Health partnership (TANF SAMH). The partnership is carried out as a statewide policy to district offices that serve as liaisons between the local SAMH district offices, agency headquarters, agencies with mutual populations, and service providers. The partnership's administrative service organization manages a Behavioral Health Network in Central Florida (CFBHN) which consists of non-profit providers and oversees the 260 agencies that provide Access to Recovery services. In its contract with DCF, the Network conducts TANF services, substance abuse and mental health services, as well as special populations, and subcontracts out to 29 partner agencies. Network staff monitor outcomes and program data for subcontractors and provide technical assistance on a variety of issues. The TANF SAMH partnership also has an online database that tracks individuals with substance abuse and/or mental health issues who are eligible for TANF funds. As a result of the collaboration among the CFBHN, 80 percent of TANF participants who were discharged from the caseload were employed. The Network is currently in the process of automating data validation submitted by subcontractors, revising the online database, and revising the monitoring process.

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Norman Alcohol Information Center (NAIC), Oklahoma

NAIC is a nonprofit substance abuse, dependency, and addiction agency in Oklahoma that has developed a partnership with the Oklahoma Department of Human Services around implementing an early intervention substance abuse model for TANF participants. In Oklahoma, every person who applies to receive TANF must undergo an alcohol and drug screening, and, if they screen positive, are referred to NAIC. The staff at NAIC conduct a co-occurring screening that includes questions on substance abuse, mental health, and trauma, and also, administer the Substance Abuse Subtle Screening Inventory (SASSI). If the participant is identified at a high probability for alcohol barriers, the Addiction Screening Index (ASI) is administered. NAIC conducts several levels of care including substance abuse education, individual and family counseling services, and group counseling sessions.

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North Carolina Work First/CPS Substance Abuse Program

A joint initiative of North Carolina's Division of Social Services (DSS) and the Division of Mental Health, Developmental Disabilities and Substance Abuse Services (DMH/DD/SAS), the Work First/CPS Substance Abuse Initiative provides appropriate assessment, treatment referral, and care coordination for Work First recipients.

The goal of the Work First/CPS Substance Abuse Initiative is to provide early identification of Work First recipients who have substance abuse problems severe enough to affect their ability to become self-sufficient, and assist parents who have substance abuse problems and who are involved with CPS engage in appropriate treatment.

Recognizing that substance abuse and mental health issues are key barriers to employment and self-sufficiency for many Work First participants, North Carolina created the Work First/CPS Substance Abuse Initiative, an interagency effort between DSS and DMH/DD/SAS. North Carolina initially appropriated TANF funds to support one or two full-time Qualified Professionals in Substance Abuse Treatment (QP) for each of the Local Management Entities (LMEs). Generally, QPs are located in local county departments of social services and are easily accessible to families and social services staff. All Work First adults are screened using a standardized screening tool for risk of substance abuse. If there is evidence of substance abuse, a referral and complete assessment are made. Based on the assessment, a treatment plan is developed and the QP coordinates the individual's progress through treatment. Working





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together, the QP and Work First case manager develop a plan for the individual to ensure success and employment.

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The Odyssey Village

The Odyssey Village is a multi-service therapeutic community for the treatment of insured and uninsured people with substance abuse problems. It is a consortium of wraparound services that includes three different substance abuse treatment programs: (1) Flint/Saginaw Odyssey House, a residential treatment community for women (pregnant, postpartum, and parenting) and their infants and children age 17 or younger; (2) Flint Odyssey House, a co-ed residential treatment community; and (3) outpatient treatment. The residential programs are long-term (6-12 months). The outpatient component is a closed program for those who go through the residential program.

The Odyssey Village offers a holistic approach to substance abuse treatment, focusing on the whole person. Clinical rehabilitation services address individual and group counseling, domestic violence, anger management, grief counseling, women's/men's group, Strengthening Families Program, Nurturing Families Program, parenting education, nutrition class, self-esteem class, personality disorder group, comprehensive assessments for adults and children, social skill building, family counseling and family skill building, after school program, job readiness skills, tutorial and GED preparation, computer classes, health awareness center, spiritual meditation, life skills management, recreational activities, and other sobriety-based living skills. The Odyssey Village also offers continued sobriety services and post-discharge follow-ups with clients.

The Odyssey Village uses creative activities to provide services to clients. For example, some clients will be provided with job training. The Odyssey Village plans to renovate its buildings and has hired a contractor who will subcontract to the Odyssey Village clients. This will provide employment readiness by helping clients learn new skills from an experienced job coach. The goal of this project is for residents to develop a marketable skill and become licensed in some aspect of carpentry so they might support themselves after they are reintegrated into their communities.





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Step Industries, Inc.

Step Industries, Inc. provides transitional employment to men and women who are recovering from substance-related addiction. They work with employers to tailor job readiness activities to best fit the needs of the employees. Although a nonprofit organization, Step Industries is almost wholly financed through the sale of its packaging and assembly services; in 2006, only two percent of its \$4 million budget came from grant funds. Employees come from a wide range of backgrounds, from experienced professionals to those who have never had a job. At Step Industries, past negative work records are disregarded; the company will hire applicants who have at least 2 to 4 weeks "clean time" and evidence of a support system. Most applicants come from halfway houses or treatment centers, referrals from probation officers, or from word of mouth within self-help groups such as Alcoholics Anonymous and Narcotics Anonymous. Fifteen percent of applicants are former employees in need of another opportunity. When measured upon exit, half of program participants were successful in securing a job, returning to school, or completing treatment and moving back to their home area. The safe and supportive environment offered at Step Industries is a key to the success of its employees. All those who participate in the program are recovering, providing an additional support system to those who come in to work while staying clean. The team looks out for one another and provides encouragement and respect, whatever issue may arise. Step Industries has a close relationship with several area halfway houses, as well as the treatment community. Additionally, longstanding close relationships with large and local manufacturers have contributed to Step Industries success, providing continuing business for the organization, as well as potential employers for Step Industries graduates.

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Utah Department of Workforce Services Social Work Services Program

Utah's Social Work Services Program, funded through TANF, provides clinical services to TANF participants. The program is a collaborative effort with public mental health, and involves a licensed clinical therapist (LCT) on staff with an intervention specialist. Twenty-one LCTs





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provide services across Utah's Employment Centers. The staff use the CAGE/TALE evaluation to decide if a referral is necessary. The LCT conducts a full clinical evaluation and offers recommendations on participation hours, therapy needs, activities based on customer needs, and determines if employment or SSI is a better option. Acting as a liaison with substance abuse and mental health providers, the LCT also advocates for the customer, supports the employment counselor, protects clinical documents, and serves as the clinical contact for mental health contracts. Utah has also fostered collaboration with community mental health providers through short-term contracts funded through TANF. These contracts specialize in serving TANF participants with substance abuse and mental health barriers and work readiness/employment retention issues. Utah has found that on-site therapeutic services and clinical case management are successful in improving employment outcomes for TANF participants with mental health barriers.

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Work First New Jersey Substance Abuse Initiative (SAI)

The New Jersey Department of Human Services Division of Family Development, Division of Medical Assistance and Hospital Services and Division of Addiction Services planned the statewide WFNJ-SAI program. WFNJ-SAI co-locates alcohol and drug treatment professionals (i.e., care coordinators) in the 21 county welfare offices in New Jersey to provide comprehensive assessment and case management services to TANF participants whose alcohol or drug problems interfere with their ability to get or keep a job. These services include scheduling referrals, conducting assessments, arranging patient placements, developing clinical service plans, conducting clinical service reviews, requesting welfare transportation and childcare supports for participants, tracking client treatment participation, authorizing payment for treatment services, and renewing and revising prior authorizations. The program adheres to a philosophy of participant-centered addictions treatment that informs all clinical service decisions. Specifically, care coordinators assess participants and arrange placement in one or more levels of care according to the severity of their substance use or dependence. Through a network of over 300 providers, representing over 200 treatment sites, WFNJ-SAI is able to provide extensive substance abuse treatment over a continuum of treatment needs. Providers use the State's Medicaid fiscal agent for payment of services. WFNJ-SAI employs an online case management and care coordination system to track participants from initial referral through successful completion of services, along with any potential future need for follow-up treatment. The case management system was designed from the ground up with considerable input from frontline workers resulting in minimal operating system changes and extensive quality assurance reporting mechanisms to ensure efficient and responsive quality service delivery. With care coordinators embedded in welfare agencies throughout the counties, along with strong collaboration with Division of Youth and Family Services and the WFNJ-SAI provider





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network, the program is able to address the multitude of needs that participants present with, more integrated treatment services delivery, and cross-agency networking coordination.

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