

Turning Evidence into Outcomes: The Kaipara Story

Quarter Three: Feb 1, 2018 – April 30, 2018

Northland DHB and NZ Police received funding in 2017 to set up a pilot focused on reducing methamphetamine demand – known as Te Ara Oranga – The Path to Wellbeing. Te Ara Oranga is an integrated model of Police and Health activity to reduce methamphetamine demand by enhancing clinical treatment services and increasing our responsiveness.

Employment support is a vital component of successful treatment options for this group of people. This report details the activity of Employment Works, the Individual Placement with Support (IPS) component of this project. IPS has proven effectiveness, particularly for people who have mental health or addiction issues. Key to the approach is integration of employment support with health treatment.

Success story: team work makes the dream work!

One of the reasons IPS can be so successful for people who face multiple barriers to employment is the integration between all aspects of a person support, drawing on the strengths of each member of their team including their whanau to get inspirational results.

Wiremu* is a man in his 30's who lives with his Mum in a rural location. He has had poly-substance use issues, including methamphetamine, cannabis and alcohol, he has some criminal convictions primarily associated with his drug use. He left school with no qualifications and has only worked for a few days in his teens, he now also has a diagnosis of schizophrenia and has some cognitive issues related to his illness. He was referred by his key worker despite the fact they thought he was unlikely to ever find work.

His Employment Specialist (ES) worked with him, his key worker and whanau to establish Wiremu's preferences, skills and abilities in relation to work. They very quickly identified that physical activity helped Wiremu to control his anger and mood, Wiremu agreed with this and stated his dream job was a runner for a refuse truck.

The ES then set about utilising her connections to the local community to find out about potential employers, Wiremu's NGO support worker also assisted with this process and helped motivate him to start exercising in preparation for work. His ES then connected with the identified employers to try and find out more about them and establish whether they would be a good job match for Wiremu and could accommodate his need to start working for a few hours a week and build up gradually over time. After some time we managed to find a suitable employer, because of Wiremu's lack of employment history a well-known local person offered to be a character reference, the employer knew his referee and agreed to meet Wiremu and try him on a truck to see how he could manage.

Wiremu was initially excited by the news but became increasingly anxious as the interview date drew near so his Mum called the team to alert us to the issue. His Psychiatrist was able to prescribe some PRN medication to help him manage his anxiety and with a phone call from his keyworker, a lift to the interview from his ES and encouragement from his Mum he got to the interview, sufficiently impressed them and was offered a position working one day per week! His keyworker called him after his interview to offer additional supports and the whole team celebrated with him when they heard the news. We are now supporting him to develop an in work plan to ensure he can stay well at work.

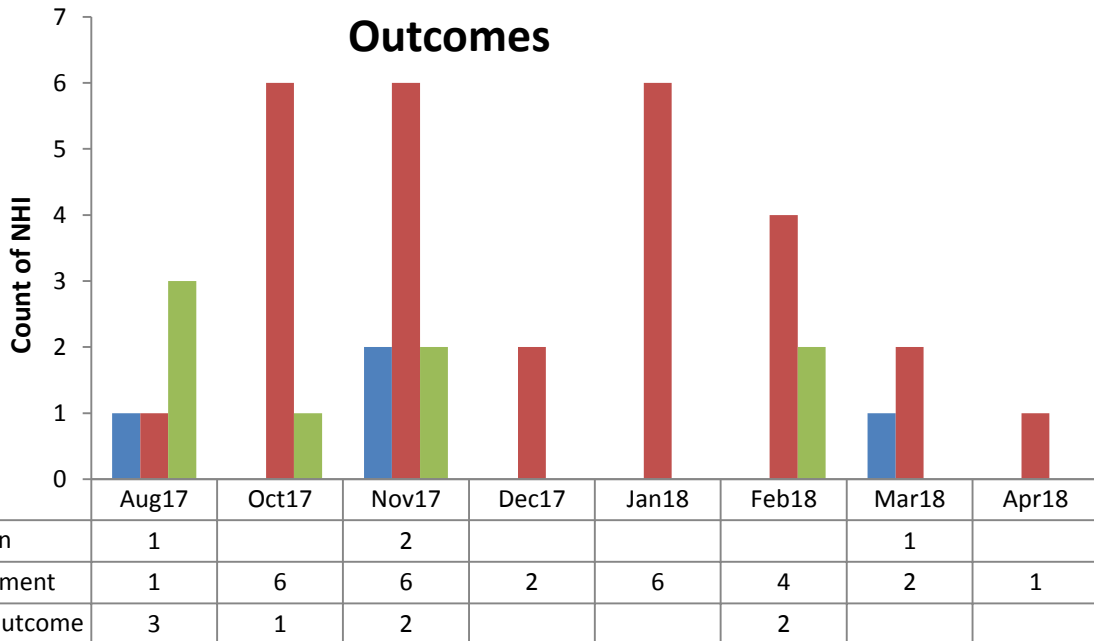
Results- reported as cumulative results from 1 August- 30 April

Referrals:

Since the start of the programme we have received 69 referrals in total. These referrals come from the clinicians within the service, the person themselves is also able to self-refer if they wish.

Accepted Referrals:

Once a person has been referred to the Employment Works team they get to meet one of our Employment Specialists who explain a bit more about the support they can offer. They also check that the person wishes to become a job seeker and wants to accept our support to find work. At this point the referral is counted as accepted by the programme. Since the start of the programme 51 of the people referred have said they want our support to look for work, this represents 74 percent of total referrals and is an increase on last quarter.



Outcomes:

A total of 28 new job starts have occurred for 21 people. Seven people have had more than one job, some have started a job and requested to change to a different job because they weren't enjoying their position, two people in seasonal work have now found different jobs and one that ended when a person was fired, we helped them secure a new position.

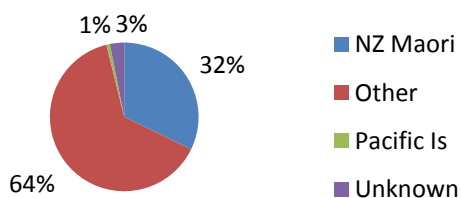
Nine people who found work have reached their three month in work review and an additional three of have now been in work for six months.

In addition four people who were referred were at risk of losing their jobs, two people have been supported to keep their existing position and two people no longer wished to stay with their employer so were supported to find jobs elsewhere.

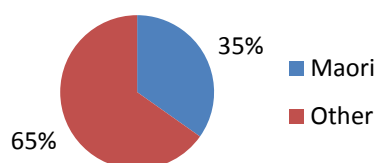
Eight people have attended either work related courses or entered into work trials, four of them went on to secure work, we are continuing to work with the other four.

We are tracking ethnicity data to ensure we engage with and get outcomes for both Maori and non-Maori programme participants.

**Kaipara MH&A team
Ethnicity**



**Total Referrals by
Ethnicity**



**Employment
Outcomes Ethnicity**

