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**Center Point  
Vocational Services  
First Annual Report**

October 2, 2001

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## I. Overview of Center Point's Employment and Training Program

Center Point integrates vocational services and unsubsidized employment into its treatment system to create a comprehensive service system for difficult to employ substance abusers. This services strategy incorporates five basic elements:

- **Eliminating barriers to employment** begins with a comprehensive assessment that identifies the individual's problems, needs, and strengths. Based on this assessment, Center Point develops a vocational plan that identifies barriers preventing the individual from obtaining and retaining employment. The vocational plan also outlines specific remedies such as pre-vocational or vocational training, social rehabilitation services, medical treatment, or mental health counseling to remove or diminish the effects of the barriers.
- Center Point has developed a **skill development curriculum** that helps participants learn, improve, and perfect the social and employment skills needed to prepare participants to hold jobs. These include punctuality, effective communication skills, the ability to work with others, conflict resolution, interest identification, skill development, job-finding skills, and referrals to employment. Many of these skills are the topics of workshops held throughout each client's stay in substance abuse treatment, where they are integrated into Center Point's overall treatment regimen.
- Center Point provides **subsidized job training and linkages to employment opportunities** in the local job markets through formal relationships with local, government sponsored employment services. Moreover, over the years, Center Point has built up its own databank of local businesses who are willing to employ this organization's clients.
- Center Point has a longstanding commitment to ensuring clients achieve post-treatment success and **positive outcomes** - - abstinence, employment, self-sufficiency, family reunification, and community involvement. Through extensive client follow-up Center Point is able to determine client outcomes and identify areas in which services can be improved.

- Center Point believes that the **promotion of personal and civic responsibility** is fundamental to the continued success of its participants. These are promoted through the requirement that all Center Point clients volunteer their services in the community, are registered voters, pay taxes, unify with their families, pay child support, and act as peer mentors to others, such as disadvantaged youth.

In summary, Center Point employs a proven service model to provide individualized services to clients with highly diverse service needs, ranging in severity from moderate to acute. From the very outset of their participation in substance abuse treatment services, Center Point's clients are also engaged in an ongoing program of preparation for returning to the community and to the labor market. They begin by participating in an ongoing series of workshops where they learn more about being in the "world of work," about having a job, going to work, interacting with other employees, and working with and for supervisors and employers. Through these experiences and the highly structured nature of the programs, participants begin to demonstrate an increased mastery of social and vocational skills.

After 90 days of intensive substance abuse treatment and social rehabilitation services, participants at Center Point proceed from vocational assessment, through the development of vocational service plans, skill development, education, community service assignments, job readiness training, job search assistance, to job placement and follow-up services. The specific services that a participant receives, including the duration and intensity, are determined based upon a comprehensive vocational assessment that identifies the participant's problems, needs, strengths, and progress in services. Vocational services typically last between three and six months. After they are employed, participants are eligible for up to twelve months of post-employment services, including evening counseling and workshops, on-the-job counseling and supports, help with job retention strategies, and follow-up substance abuse services (relapse prevention, etc.).

### III. Center Point's Success in Placing Clients

Center Point's Employment and Training Program has achieved initial success rates that are considerably better than those originally proposed:

- As of June 30, 2001, Center Point had placed 50 of its 56 clients – 47 in regular jobs and three in OJT placements at Center Point. This 89% placement rate compares quite favorably with their original objective of 50%.
- The average time that elapsed between referral to the program and subsequent placement was just under 16 days, and more than half of these 50 clients were placed within two weeks of their referral. This compares extremely favorably with the original target of placement within six months.
- Finally, the average hourly pay rate at the time of placement was \$9.55, which is 22% higher than Center Point's proposed target of \$7.81.

