



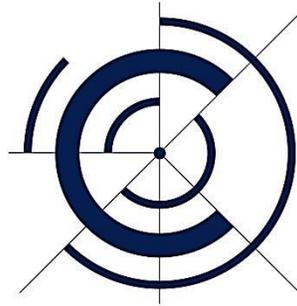
JOHNSON COUNTY, IOWA  
DRUG TREATMENT COURT PROGRAM

Enhancement of Employment  
Support Services

***THE IOWA CONSORTIUM FOR SUBSTANCE ABUSE RESEARCH AND EVALUATION***

**Year One  
Evaluation Report  
October 2015**

**With Funds Provided By:  
Bureau of Justice Assistance,  
Adult Discretionary Drug Court  
Grant Program**



**THE IOWA  
CONSORTIUM**  
FOR SUBSTANCE ABUSE RESEARCH AND EVALUATION

**JOHNSON COUNTY, IOWA  
DRUG TREATMENT COURT PROGRAM  
Enhancement of Employment Support Services**

**Year One Evaluation Report  
October 2015**

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<http://iconsortium.subst-abuse.uiowa.edu/>

## EXECUTIVE SUMMARY

In October 2014, Johnson County, Iowa received a two-year grant from the Bureau of Justice Assistance Adult Discretionary Drug Court Grant Program to enhance services for clients in the Drug Treatment Court program. The grant provides funding for recovery support services to address employment barriers experienced by clients. Johnson County contracted with Goodwill of the Heartland to provide employment services to clients. The Iowa Consortium for Substance Abuse Research and Evaluation (Consortium) conducts the evaluation. Three objectives for types of employment services were identified to assist clients with overcoming barriers to employment:

- Career development services, including career readiness, résumé development, and interviewing skills.
- Job placement services, such as employer recruitment, client advocacy, and interview assistance.
- Job retention services, such as job coaching, supported employment, and workplace accommodation recommendations.

The project goal is to provide employment services to 50 clients during the two-year grant period (25 clients per year). The Employment Specialist from Goodwill Services began working with clients on November 5, 2014. In Year One, 28 clients received employment services funded by the grant. This report presents results for Year One of the grant: October 1, 2014 through September 30, 2015.

### Client Characteristics

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**Age and Gender:** Sixteen clients (57.1%) are male and 12 clients (42.9%) are female. Clients range from 21 to 57 years of age at grant admission, with a median age of 30 years.

**Race and Ethnicity:** Fifteen clients (53.6%) reported their race as White, seven clients (25%) reported Black or African American, three clients (10.7%) reported American Indian, and three clients (10.7%) reported more than one race. In addition, three clients (10.7%) indicated Hispanic or Latino ethnicity.

### Employer Recruitment and Employment Services Provided to Clients

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During Year One of the grant, 14 potential employers were contacted and provided information by Goodwill of the Heartland staff. The Employment Specialist developed a brochure for potential employers stating what the Drug Court program is and explaining the benefits of hiring a client who is in Drug Court.

The Employment Specialist with Goodwill of the Heartland provided 227.5 hours of direct service hours working one-on-one with clients in the grant during Year One. Services provided include career readiness, résumé development, interviewing skills and mock interviews, job placement, job retention assistance, assisting clients with shopping to purchase appropriate work clothing, shoes, and supplies, and transportation assistance including transportation to and from job interviews, orientation, work and other transportation for clients as needed. Additionally, the Employment Specialist spent 582.75 hours performing other grant-related tasks including attending Treatment Drug Court, staffings, and meetings; supervision duties and services conducted on behalf of clients, employer recruitment, paperwork completion and grant tracking, as well as job retention group sessions for clients.

### Employment at 30, 60, 90, and 120 Days Following Grant Admission

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Thirty days following admission to the grant, over half of clients (53.8%) were employed. Nearly three quarters of the clients (73.9%) were employed 60 days following grant admission. Approximately two-thirds of the clients in the grant were employed 90 and 120 days following grant admission (68.2% and 65% respectively).



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## OVERVIEW

Johnson County, Iowa, part of the Sixth Judicial District Department of Correctional Services, has operated a Drug Treatment Court since January 2008. Johnson County Drug Treatment Court is a voluntary, post-adjudication alternative to incarceration for non-violent, drug-addicted offenders charged in the Sixth Judicial District Court. The target population is adult men and women who have been sentenced to probation on an aggravated misdemeanor or felony charge and who are facing prison as a likely consequence. Clients in the Drug Treatment Court program have substance use disorder issues and many also have mental health issues of varying levels of severity. The Drug Treatment Court program focuses on assisting participants to live drug-free, achieve self-sufficiency and become responsible members of the community by providing comprehensive supervision and treatment, including substance abuse treatment, mental health treatment, education, and employment and rehabilitative services.

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The Employment Specialist from Goodwill Services began working with clients on November 5, 2014. This report presents results for Year One of the grant: October 1, 2014 through September 30, 2015.

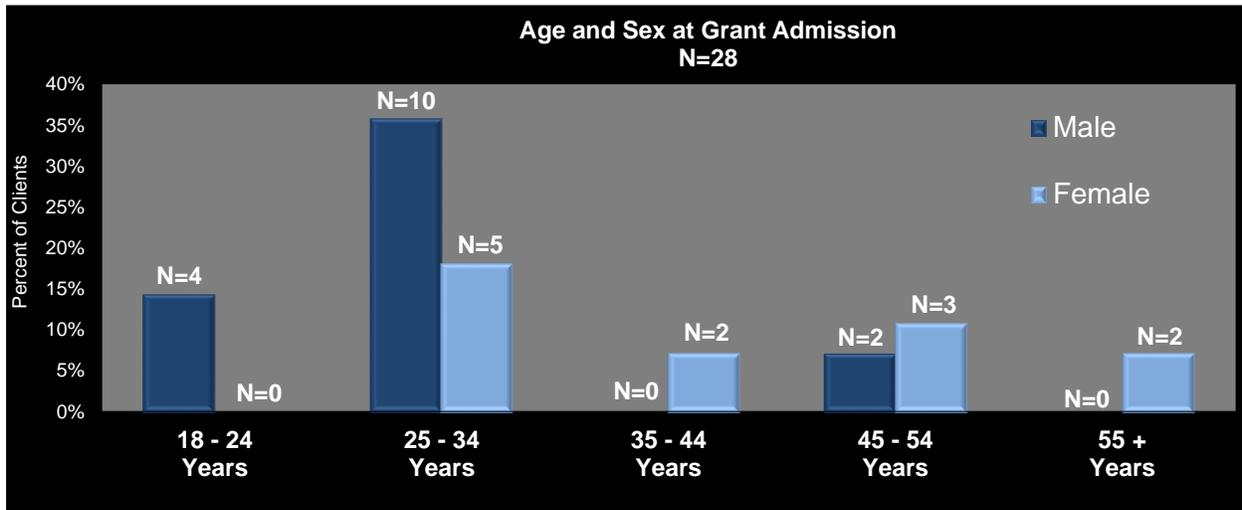
## CLIENTS SERVED

### **Description of Clients**

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In Year One, 28 clients received employment services funded by the grant. Sixteen clients (57.1%) are male and 12 clients (42.9%) are female. Clients range from 21 to 57 years of age at grant admission, with a median age of 30 years. Figure 1 on the following page presents the number of males and females in five age categories. Clients were most frequently between the ages of 25 and 34.

**Figure 1. Age and Gender at Admission**



Note: Due to rounding, percentages may not add up to exactly 100%.

**Figure 2. Race**

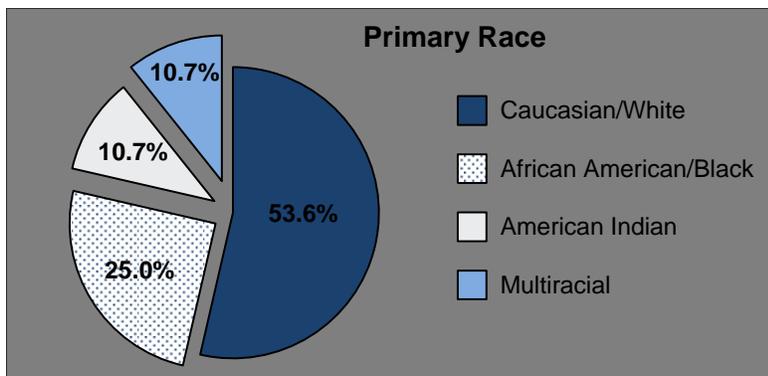
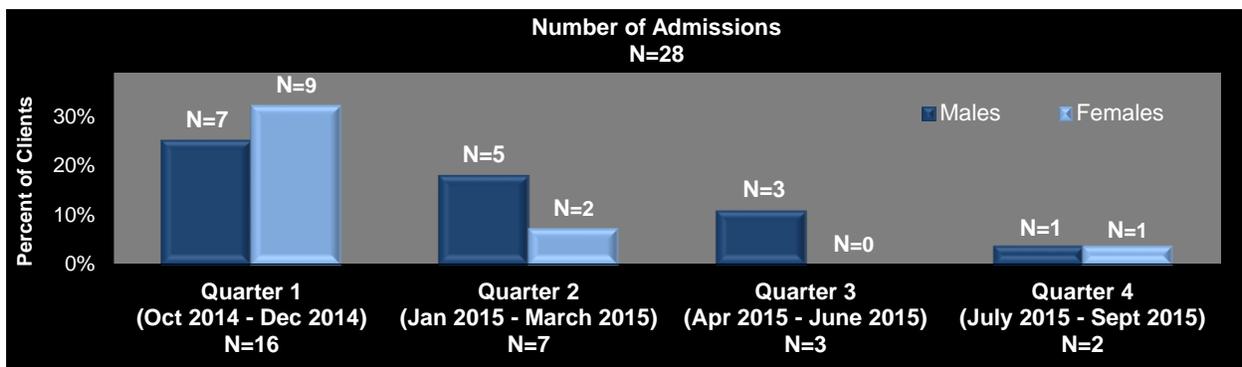


Figure 2 presents race reported at admission for the 28 clients. Fifteen clients (53.6%) reported their race as White, seven clients (25%) reported Black or African American, three clients (10.7%) reported American Indian, and three clients (10.7%) reported more than one race. In addition, three clients (10.7%) indicated Hispanic or Latino ethnicity.

Figure 3 shows the number of males and females admitted in each quarter of the grant.

**Figure 3. Grant Admissions by Quarter**



The Drug Treatment Court Program consists of five phases. Table 1 shows the phase of Drug Court clients were in, by gender, when admitted to the grant. When grant admissions began in November 2014, clients already participating in Drug Treatment Court, regardless of their phase, were admitted to the grant.

**Table 1. Phase of Drug Treatment Court at Grant Admission**

Phase of Drug Treatment Court	Males % (N=16)	Females % (N=11)*
Phase One	50.0 (8)	27.3 (3)
Phase Two	31.3 (5)	27.3 (3)
Phase Three	12.5 (2)	9.1 (1)
Phase Four	0.0 (0)	36.4 (4)
Phase Five	6.3 (1)	0.0 (0)

Note: Due to rounding, percentages may not add up to exactly 100%.

\*Data are missing for one female client.

Table 2 shows the primary and secondary substances clients reported by clients.

**Table 2. Primary and Secondary Substances**

Substance of Choice When Admitted to Drug Court	Primary Substance % (N=27)*	Secondary Substance % (N=27)*
Alcohol	29.6 (8)	29.6 (8)
Methamphetamine	25.9 (7)	3.7 (1)
Marijuana/Hashish	18.5 (5)	18.5 (5)
Cocaine/Crack	14.8 (4)	0.0 (0)
Heroin	7.4 (2)	7.4 (2)
LSD	3.7 (1)	0.0 (0)
Synthetic Marijuana	0.0 (0)	3.7 (1)
Other Opiates and Synthetics	0.0 (0)	11.1 (3)
None	0.0 (0)	25.9 (7)

Note: Due to rounding, percentages may not add up to exactly 100%.

\*Data are missing for one client.

An informational form was developed and is administered to clients at grant admission. This form provides information to the Employment Specialist regarding the client's living situation, relationship status, children, education level, current and previous employment information, specialized job skills and certificates, financial obligations, status of driver's license, and health insurance information. The following are common characteristics of 27 individuals at grant admission, data for one client are missing. Responses to questions are self-reported by clients.

- Over half of the clients (55.6%) were unemployed. Of clients who were employed: 25.9% were working full-time and 14.8% part-time; some employed clients were in temporary

positions and working on an as needed basis. One client was receiving workman's compensation.

- Three clients (11.1%) had not completed high school, seven clients (25.9%) earned a GED, four clients (14.8%) received a high school diploma, nine clients (33.3%) had some post-secondary education without obtaining a degree or certificate, one client (3.7%) received a vocational/technical diploma after high school, and three clients (11.1%) received an Associate's degree.
- Approximately two-thirds of the clients (18 clients, 66.7%) were single, three clients (11.1%) were divorced, two clients (7.4%) were married, two clients (7.4%) were cohabitating, and two clients (7.4%) were separated.
- The location clients reported living at admission varied:
  - Over third of the clients (ten clients, 37%) were living in an apartment or house;
  - Nearly one quarter (six clients, 22.2%) reported living with a parent or grandparent;
  - Five clients (18.5%) were in residential treatment;
  - Three clients (11.1%) were living at the Hope House Residential Center, a Correctional Residential Facility;
  - Two clients (7.4%) were living at the Shelter House, a homeless shelter;
  - One client (3.7%) was living at Successful Living, a mental health residential facility.
- Of the 23 clients who responded to the question regarding children, over half (12 clients, 52.2%) reported having children. Of those with children: 41.6% had children living with someone else due to a child protection court order and one third (33.3%) had lost their parental rights for one or more of their children.

## EMPLOYMENT SERVICES

### Employer Recruitment

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During Year One of the grant, 14 potential employers were contacted and provided information by Goodwill of the Heartland staff. The Employment Specialist sometimes makes repeated contacts with potential employers, particularly when businesses have new managers. The Employment Specialist developed a brochure for potential employers stating what the Drug Court program is and explaining the benefits of hiring a client who is in Drug Court.

### Employment Services Provided to Clients

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The Employment Specialist with Goodwill of the Heartland attends weekly Drug Treatment Court staff meetings and is present in Drug Treatment Court each week. She assists with paperwork for social security and the County Attorney Driver's License Reinstatement Pay Plan (CAPPs) for work permits. She also provides information to clients regarding housing, since suitable housing can relate to successfully obtaining employment or remaining employed. Members of the Drug Treatment Court team work collaboratively to assist clients, each team member contributing a perspective related to their specialized discipline. By serving as an additional member of the Drug Treatment Court team as a result of the grant, the Employment Specialist is available for clients to discuss issues, sometimes when they may not be comfortable providing details about a situation to other team members; she can explain and remind clients of the rules and the protocols followed by other Drug Treatment Court team

members. Table 3 provides the tasks conducted by the Employment Specialist for the grant, including the number of hours.

**Table 3. Tasks Performed by Employment Specialist**

Grant-Related Tasks Performed by Employment Specialist During Year One	
Description of Task	Number of Hours N=582.75
Attendance at Drug Court, Staffings, and Meetings	292.00
Supervision Duties	80.00
Services Performed on Behalf of Clients	77.00
Grant Tracking	66.00
Paperwork Completion	48.50
Employer Recruitment	16.25
Job Retention Group Sessions	3.00

The Employment Specialist with Goodwill of the Heartland provided 227.5 hours of direct service hours working with clients in the grant during Year One. Table 4 on the following page provides the types of services provided to clients one-on-one, including the number of sessions and number of hours.

**Table 4. One-On-One Employment Services Provided**

One-On-One Employment Services Provided During Year One			
Description of Service	Number of Clients N=28*	Number of Sessions N=265	Number of Hours N=227.25
Assistance with Paperwork Completion and Online or Paper Employment Applications	24	100	110.00
Job Retention	17	71	46.00
Career Readiness	18	31	23.25
Interviewing Skills, Mock Interviews	11	16	12.25
Shop to Purchase Work Clothes, Shoes, Supplies	10	12	11.25
Transportation Assistance (Turn in Job Applications, To/From Interviews, Orientation, Work, and Other Transportation Provided to Clients)	10	15	11.75
Résumé Development	14	14	9.50
Job Placement	3	3	2.00
Employer Development/Communication with Potential Employers with Individual Clients	2	2	0.75
Appointment with Social Security Office	1	1	0.50

\*Note: Column total is not equal to the number of individuals since clients can receive multiple and repeated services.

### **Employment at 30, 60, 90, and 120 Days Following Grant Admission**

In addition to providing assistance to clients who are unemployed, the Employment Specialist helps clients who are employed at grant admission by providing job retention services to help them maintain their employment and communicate more effectively with supervisors. She also provides assistance and resources to employed clients so they may find more suitable or appropriate employment, or employment that will provide more hours or higher wages. Nineteen clients have been placed in new employment positions during Year One. At the end of Year One, 19 clients were still receiving grant services. Of these, 15 clients (78.9%) were employed as of September 30, 2015.

Table 5 on the following page presents the percentages and number of clients employed at 30, 60, 90, and 120 days following their admission to the grant. The total N value for each column excludes clients no longer receiving grant services at that point in time, clients on workman's compensation, and clients who have not reached that time frame after their admission to the grant. Clients working in an internship position are considered employed. Thirty days following admission to the grant, over half of clients (53.8%) were employed. Nearly three quarters of the clients (73.9%) were employed 60 days following grant admission. Approximately two-thirds of the clients in the grant were employed 90 and 120 days following grant admission (68.2% and 65% respectively).

**Table 5. Employment at 30, 60, 90, and 120 Days Post Grant Admission**

Employment	30 Days Post Grant Admission % (N=26)	60 Days Post Grant Admission %(N=23)	90 Days Post Grant Admission % (N=22)	120 Days Post Grant Admission % (N=20)
Employed	53.8 (14)	73.9 (17)	68.2 (15)	65.0 (13)

## DISCHARGE AND LENGTH OF TIME IN GRANT

### **Grant Completion and Discharge Status**

At the end of Year One, nine of the 28 clients (32.1%) have been discharged from grant-funded services. One client successfully completed the grant and transferred to the Drug Treatment Court program in Linn County, Iowa and is employed in Cedar Rapids. Eight clients were discharged unsuccessfully from the grant and also from the Drug Treatment Court program.

### **Length of Time in Grant**

The median length of time in the grant for the nine discharged clients was 119 days. The range of time discharged clients were in the grant was 11 to 298 days.