

# Psychiatric Rehabilitation Learning Collaborative

## Session 4: Housing and Employment Through a Psychiatric Rehabilitation Lens

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Advocates for Human Potential, Inc.**

**August 8, 2023**

The MHTTC Network uses affirming, respectful and recovery-oriented language in all activities. That language is:

STRENGTHS-BASED  
AND HOPEFUL

INCLUSIVE AND  
ACCEPTING OF  
DIVERSE CULTURES,  
GENDERS,  
PERSPECTIVES,  
AND EXPERIENCES

HEALING-CENTERED AND  
TRAUMA-RESPONSIVE

INVITING TO INDIVIDUALS  
PARTICIPATING IN THEIR  
OWN JOURNEYS

PERSON-FIRST AND  
FREE OF LABELS

NON-JUDGMENTAL AND  
AVOIDING ASSUMPTIONS

RESPECTFUL, CLEAR  
AND UNDERSTANDABLE

CONSISTENT WITH  
OUR ACTIONS,  
POLICIES, AND PRODUCTS

# MHTTC Network

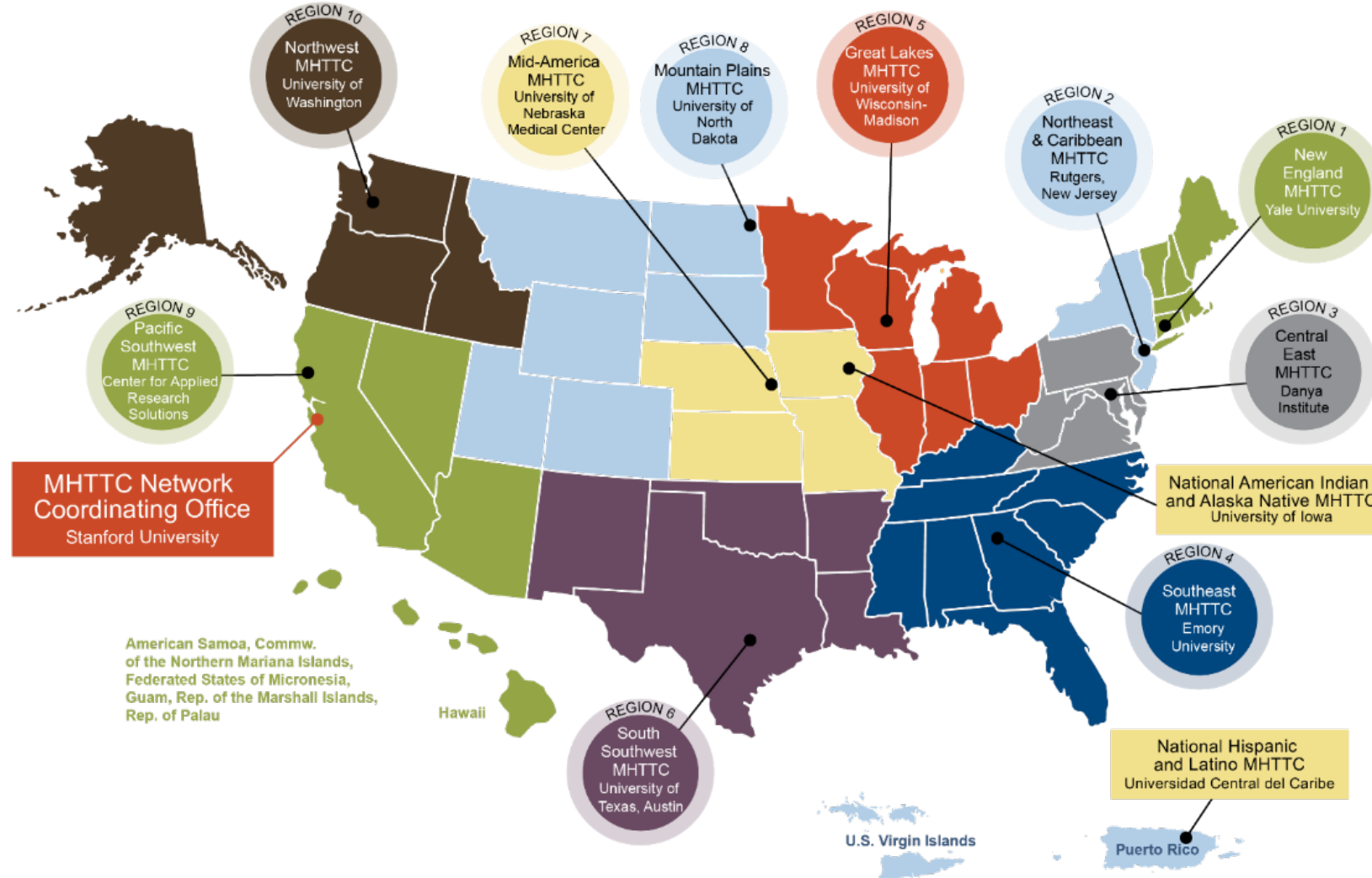


MHTTC

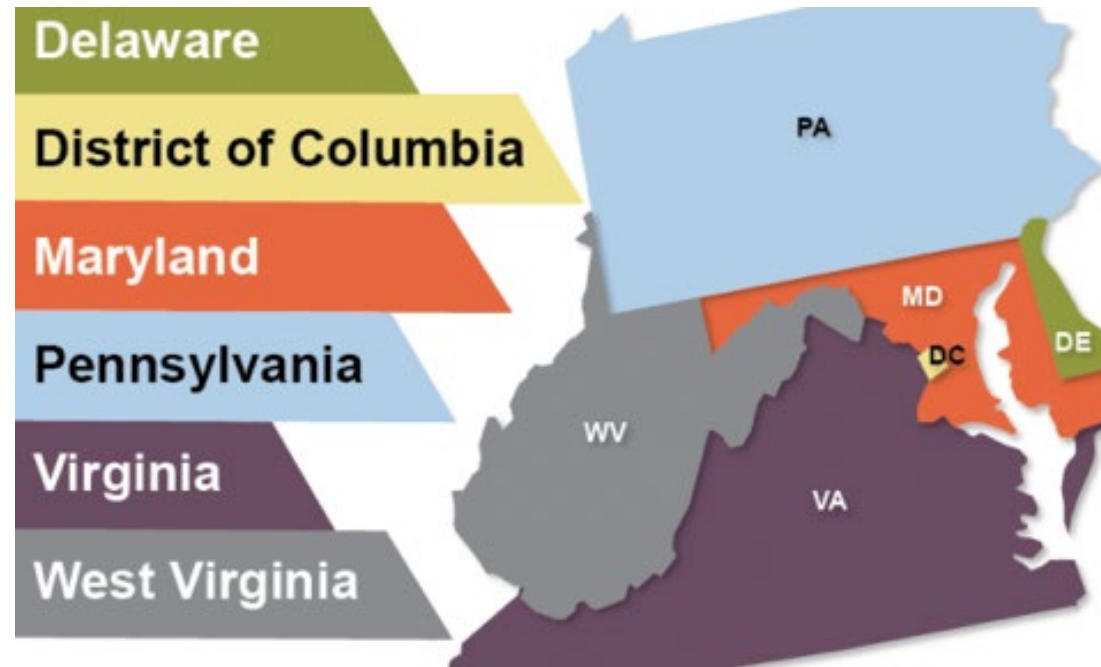
Mental Health Technology Transfer Center Network

Funded by Substance Abuse and Mental Health Services Administration

MHTTC Network



# Central East Region 3



Central East (HHS Region 3)

**MHTTC**

**Mental Health Technology Transfer Center Network**

Funded by Substance Abuse and Mental Health Services Administration

# Acknowledgment

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At the time of this publication, Miriam E. Delphin-Rittmon, Ph.D., serves as Assistant Secretary for Mental Health and Substance Use in the U.S. Department of Health and Human Services (HHS) and the Administrator of SAMHSA.

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This work is supported by grant SM081785 from HHS, SAMHSA.

Presented 2023

# Process of Delivering Services



ASSESSING



PLANNING



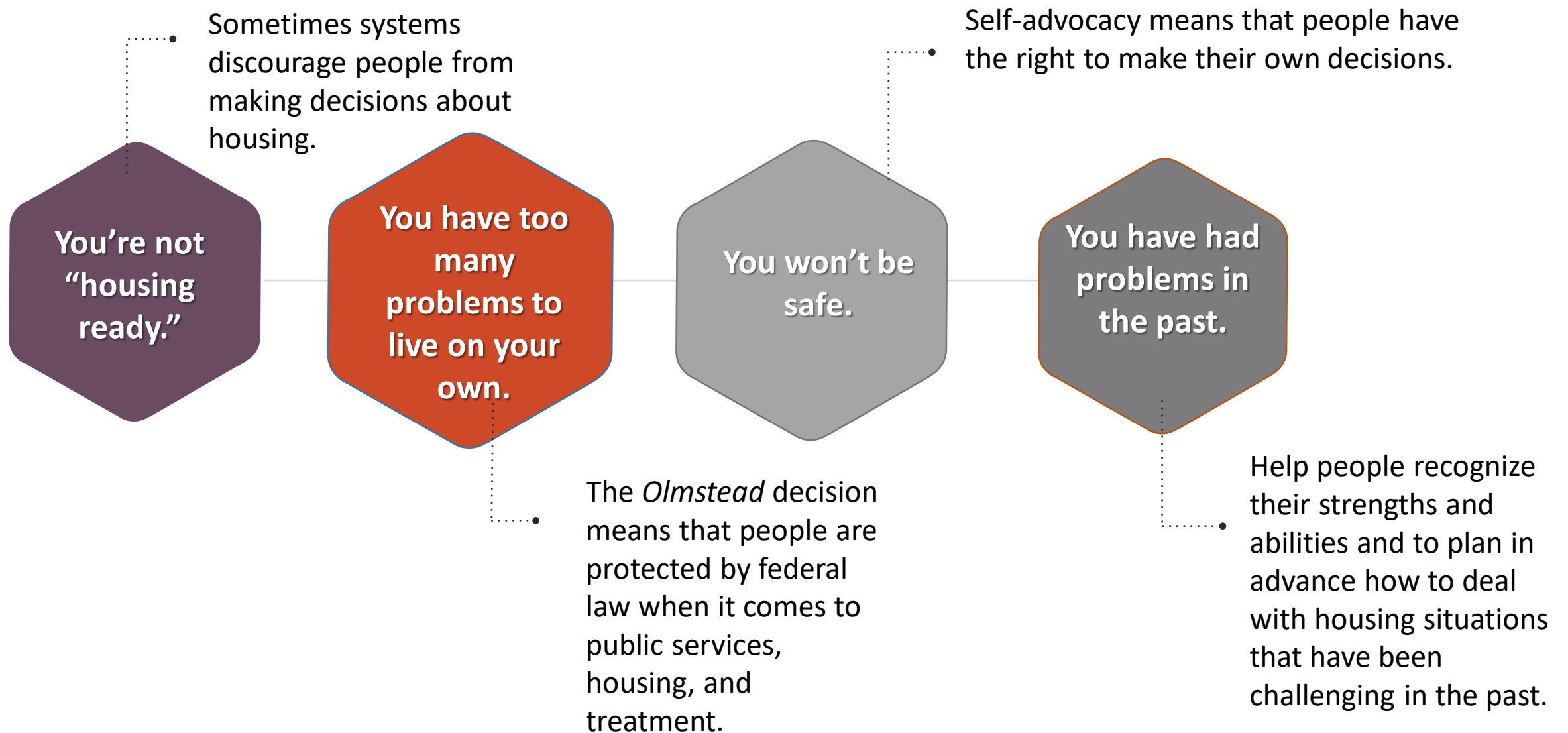
INTERVENTION

# Scenario – Breakout Room (5 mins.)

Choose from the following self-reflections and share with your group:



1. Think about assumptions we've heard about individuals with SMI getting housed and/or jobs – share out what these statements are.
2. Think about assumptions you've heard from your participants about getting their own housing and/or jobs – share out.



# ENVIRONMENTAL ADAPTATIONS





**What makes  
a house a *Home!***

# Environmental Adaptations & Interventions



**SCENTS**



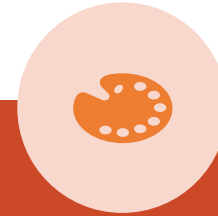
**LIGHTING**



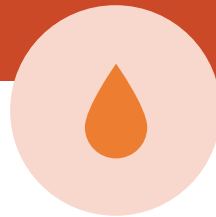
**TEMPERATURE**



**SOUNDS**



**COLORS**



**WATER**



**PHOTOS/ART**

(Snipes, 2018)

# Potential Triggers for Traumatic Memories & Psychosis



**SCENTS**



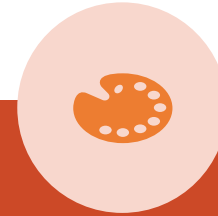
**LIGHTING**



**TEMPERATURE**



**SOUNDS**



**COLORS**



**WATER**



**PHOTOS/ART**

(Snipes, 2018)

# Environmental Adaptations & Interventions

Based on assessment & planning, you can learn what interventions will help your client:

- Easy-to-find **phone numbers** (property owner, plumber, department of water & power)
- Bed positioned to feel **safe**
- **Calendar** on the fridge to remember important dates
- Water bottles in the bedroom to stay **hydrated**



# Working with Property Owners



- Let them know you are there to support.
- Virginia's Fair Housing Law + HUD  
\*Disclose as needed or as may be helpful to protect client
- Virginia Department of Professional & Occupational Regulation

Fair Housing Contact Information  
Phone: 804-367-8530 or 888-551-3247

# What has worked for you?

LET US  
KNOW





**Success  
at work**

# Environmental Adaptations & Interventions

Accommodations are intended to **remove** the workplace **barriers** for individuals with disabilities.

Research shows evidence that job accommodations are positively associated with the following:

- Staying **employed**
- Job **satisfaction**
- **Satisfactory** job terminations

(Rapp & Whetzel, 2013)



# Environmental Adaptations & Interventions



Reducing Noise

Reducing Distractions

Reducing Stress

Learning Styles

Flexible Schedules

Type in the chat: **Is anything missing from this list?**



## SMART Goals

## Measurable: Compare and Contrast

- teamwork initiatives humility balance integrity wealth pride  
contribution honesty family kindness ambition  
respect generations excellence connection  
stewardship commitment efficiency legacy  
success patriotism authenticity well-being  
dignity adaptability home stability  
justice self-reliance contentment reactivity  
confidence resources caring  
serenity self-discipline fun  
fulfilling growth forgiveness trust  
gratitude gracefulness integrity  
family harmony spirituality curiosity  
ethics perspective generosity power  
peace love mentorship beauty  
fairness humor responsibility nature  
courage vulnerability wholehearted giving  
growth uniqueness authenticity making  
trust patience serenity competence job  
wisdom knowledge risk-taking operation  
financial openness optimism collaboration  
belonging stability commitment diversity  
career quality time respect travel difference  
service equality time respect health joy



I will leave the house at least once a day.



# Skill Development - Home



Calling property owner if there is an issue

ADLs

Budgeting & paying on time

Finding & accessing resources in community

Maintaining a home

Relationships with neighbors

# Skill Development - Employment

Appropriate  
conversations

Asking for  
guidance

Clearly written  
goals & plans

Handling  
embarrassment

Organization  
skills

Taking initiative

# Tracking Progress & Affirmations

- Create SMART Goals to track.
- Create weekly goals to break it down.
- During sessions, check in and reframe to focus on strengths and successes.
- Remember, progress is not linear.



# Apply It – Breakout Room (10 mins.)

## RECAP:

- **Home Environment**
  - Noise, light, set-up, access
- **Work Environment**
  - Distractions, noise, stress, learning
- **Home Skills**
  - Bills, budgets, neighbors, property
- **Work Skills**
  - Boundaries, initiative, organization

**Remember: Invite each other to share, be supportive, and get creative!**

**Reflect on a current participant...**

- **What are some creative environmental adaptations you would use for this particular person?**
- **Do you know what interventions have worked for them in the past?**
- **What skills do they already have that would equip them for employment or home?**
- **What skills would you recommend that they practice in a workplace or home?**

# Bonus Session – August 29, 12:00–1:00 p.m.

## Psychiatric Rehabilitation and Youth

[REGISTER NOW](#)



In this webinar, we'll share case studies highlighting how other states provide psychiatric rehabilitation in their work with young people.

We'll also discuss how you might apply these promising practices in your own organization.

This event has been approved by the Commonwealth of Virginia for 1 continuing education (CE) hour.

# Appreciation



# Contact Us



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[Central East MHTTC website](#)

[Oscar Morgan](#), Project Director

[Danya Institute website](#)

[Danya Institute email](#)  
240-645-1145

Let's connect:



# References

- Rapp, J., & Whetzel, M. (2013, June 20) [Job accommodations for persons with mental health challenges or impairments: What are they and what does the research tell us?](#) [Presentation]. Boston University Center for Psychiatric Rehabilitation. <https://cpr.bu.edu/resources/job-accommodations-for-persons-with-mental-health-conditions-webinar/>
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