



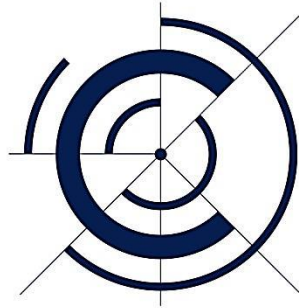
JOHNSON COUNTY, IOWA  
DRUG TREATMENT COURT PROGRAM

Enhancement of Employment  
Support Services

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

**Final Evaluation Report  
October 2016**

**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**

**Final Evaluation Report  
October 2016**

**Suzy Hedden, BS  
Evaluation Coordinator**

**Stephan Arndt, PhD  
Director**

Citation of references related to this report is appreciated. Suggested Citation:

Hedden, S. & Arndt, S. (2016). Johnson County, Iowa Drug Treatment Court Program, Enhancement of Employment Support Services: Final Evaluation Report. Iowa City, IA: Iowa Consortium for Substance Abuse Research and Evaluation.

<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 provided 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) conducted 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 was 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. Forty-four clients received employment services funded by the grant. This report presents results for the two-year grant: October 1, 2014 through September 30, 2016.

### Client Characteristics

---

**Age and Gender:** Twenty-seven clients (61.4%) were male and 17 clients (38.6%) were female. Clients ranged from 21 to 58 years of age at grant admission, with a median age of 33 years.

**Race and Ethnicity:** Thirty-one clients (70.5%) reported their race as White, seven clients (15.9%) reported Black or African American, three clients (6.8%) reported American Indian, and three clients (6.8%) reported more than one race. In addition, four clients (9.1%) indicated Hispanic or Latino ethnicity.

### Employer Recruitment and Employment Services Provided to Clients

---

The Employment Specialist developed a brochure for potential employers describing what the Drug Court program is and explaining the benefits of hiring a client who is in Drug Court. During the grant, the Employment Specialist from Goodwill of the Heartland contacted and provided information to 25 potential employers.

The Employment Specialist with Goodwill of the Heartland provided 525.25 hours of direct service hours working one-on-one with clients during the grant. 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 1,439.5 hours performing other grant-related tasks including attending 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 grant admission, less than two-thirds of the clients (30.2%) were employed. Thirty days following their admission to the grant, nearly two-thirds of clients (65%) were employed. Over three quarters of the clients (80.6%) were employed 60 days following grant admission. Just under three-fourths of the clients in the grant were employed 90 days (72.7%) and 62.1% were employed 120 days following grant admission. At the end of the grant, 13 of the 15 clients (86.7%) in Drug Court and receiving grant services were employed.



# TABLE OF CONTENTS

Overview.....	1
Clients Served.....	1
Description of Clients.....	1
Figure 1. Age and Gender at Admission .....	2
Figure 2. Race .....	2
Figure 3. Grant Admissions by Year.....	2
Table 1. Phase of Drug Treatment Court at Grant Admission .....	3
Table 2. Primary and Secondary Substances .....	3
Employment Services .....	4
Employer Recruitment.....	4
Employment Services Provided to Clients .....	4
Table 3. Tasks Performed by Employment Specialist .....	5
Table 4. One-On-One Employment Services Provided .....	6
Employment at 30, 60, 90, and 120 Days Following Grant Admission.....	6
Table 5. Employment at 30, 60, 90, and 120 Days After Admission to the Grant .....	7
Discharge and Length of Time in Grant.....	7
Grant Completion and Discharge Status .....	7
Length of Time in Grant.....	7
Figure 4. Length of Time Clients Received Grant Services .....	7

## 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.

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 provided 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) conducted the evaluation. The project goal was to provide employment services to 50 clients during the two-year grant period (25 clients per year). 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 Employment Specialist from Goodwill Services began working with clients on November 5, 2014. This final report presents results for the two-year grant: October 1, 2014 through September 30, 2016.

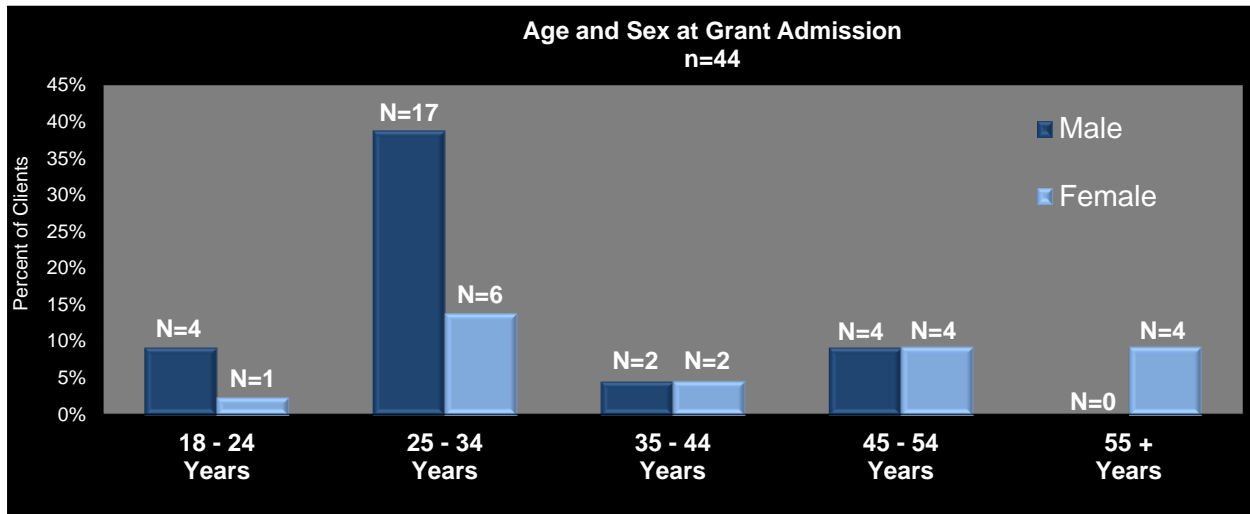
## CLIENTS SERVED

### Description of Clients

---

Forty-four clients received employment services funded by the grant. Twenty-seven clients (61.4%) were male and 17 clients (38.6%) were female. Clients ranged from 21 to 58 years of age at grant admission, with a median age of 33 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**



**Figure 2. Race**

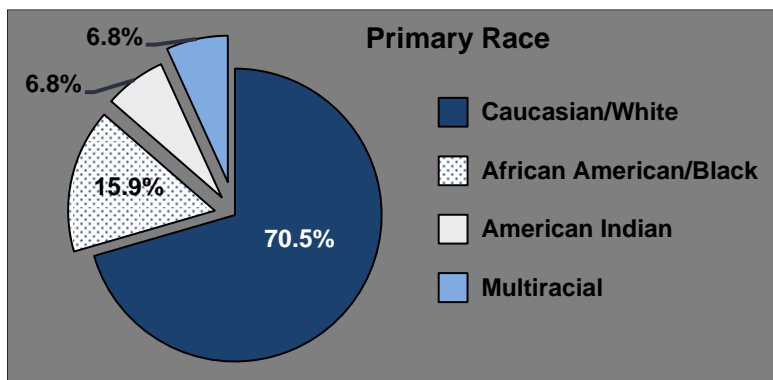
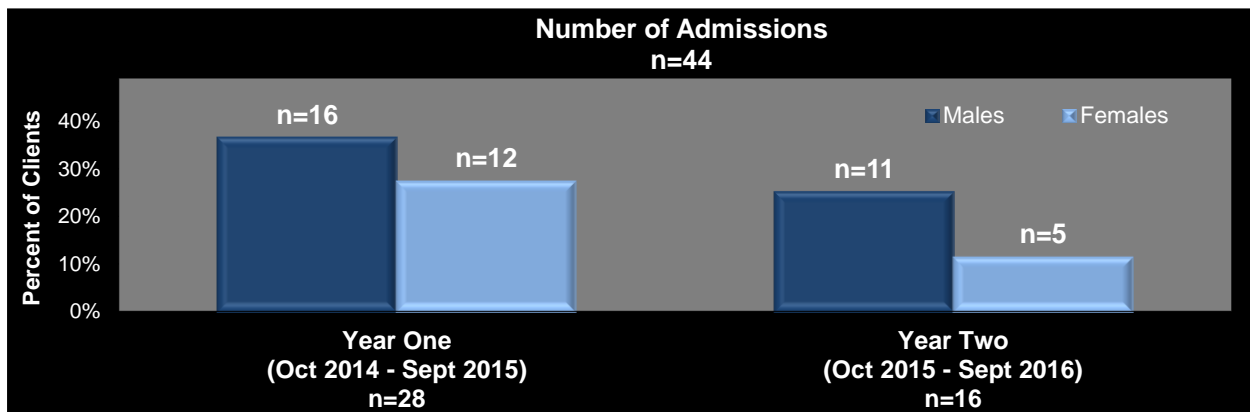


Figure 2 presents race reported at admission for the 44 clients. Thirty-one clients (70.5%) reported their race as White, seven clients (15.9%) reported Black or African American, three clients (6.8%) reported American Indian, and three clients (6.8%) reported more than one race. In addition, four clients (9.1%) indicated Hispanic or Latino ethnicity.

Figure 3 shows the number of males and females admitted in each year of the grant, 28 clients were admitted in Year One and 16 clients were admitted in Year Two.

**Figure 3. Grant Admissions by Year**



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. The majority of clients were in Phase One when they began receiving grant-funded employment services. However, 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=27)	Females % (n=17)
Phase One	66.7 (18)	47.1 (8)
Phase Two	22.2 (6)	23.5 (4)
Phase Three	7.4 (2)	5.9 (1)
Phase Four	0.0 (0)	23.5 (4)
Phase Five	3.7 (1)	0.0 (0)

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=43)*	Secondary Substance % (n=43)*
Alcohol	27.9 (12)	25.6 (11)
Methamphetamine	25.6 (11)	9.3 (4)
Marijuana/Hashish	16.3 (7)	20.9 (9)
Cocaine/Crack	11.6 (5)	0.0 (0)
Heroin	9.3 (4)	7.0 (3)
Other Opiates and Synthetics	4.7 (2)	7.0 (3)
LSD	2.3 (1)	0.0 (0)
Synthetic Marijuana	2.3 (1)	2.3 (1)
Benzodiazepines	0.0 (0)	2.3 (1)
None	0.0 (0)	25.6 (11)

\*Data are missing for one client.

An informational form was developed and administered to clients at grant admission. This form provided 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 common characteristics of 43 individuals at grant admission are on the following page, data for one client are missing. Responses to questions are self-reported by clients.

- Over two-thirds of the clients (67.4%) were unemployed; 18.6% were working full-time and 11.6% part-time; some employed clients were in temporary positions and working on an as needed basis. One client (2.3%) was receiving workers' compensation.
- Four clients (9.3%) had not completed high school, 12 clients (27.9%) earned a GED, nine clients (20.9%) received a high school diploma, 12 clients (27.9%) had some post-secondary education without obtaining a degree or certificate, one client (2.3%) had earned a Bachelor's degree, two clients (4.7%) received a vocational/technical diploma after high school, and three clients (7%) received an Associate's degree.
- Over half of the clients (25 clients, 58.1%) were single, ten clients (23.3%) were divorced, three clients (7%) were cohabitating, two clients (4.7%) were married, two clients (4.7%) were separated, and one client (2.3%) was widowed.
- The location clients reported living at admission varied:
  - Nearly one-third of the clients (14 clients, 32.6%) were living in an apartment or house;
  - One-quarter (11 clients, 25.6%) were in residential treatment;
  - Six clients (14%) reported living with a parent or grandparent;
  - Four clients (9.3%) were living at the Hope House Residential Center, a Correctional Residential Facility;
  - Three clients (7%) were living with someone else;
  - Three clients (7%) were living at the Shelter House, a homeless shelter;
  - One client (2.3%) was living in a halfway house;
  - One client (2.3%) was living at Successful Living, a mental health residential facility.
- Of the 38 clients who responded to the question regarding children, half (19 clients, 50%) reported having children. Of the 19 clients with children: nearly one-third (31.6%) had children living with someone else due to a child protection court order and over one-quarter (26.3%) had lost their parental rights for one or more of their children.

## EMPLOYMENT SERVICES

### Employer Recruitment

---

The Employment Specialist developed a brochure for potential employers describing what the Drug Court program is and explaining the benefits of hiring a client who is in Drug Court. During the grant, 25 potential employers were contacted and provided information by the Employment Specialist with Goodwill of the Heartland. The Employment Specialist made repeated contacts with potential employers, particularly when businesses made management changes.

### Employment Services Provided to Clients

---

The Employment Specialist with Goodwill of the Heartland attended weekly Drug Treatment Court staff meetings and was present in Drug Treatment Court each week. She assisted with paperwork for social security and the County Attorney Driver's License Reinstatement Pay Plan (CAPPs) for work permits. She also provided 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 was available for clients to discuss issues, sometimes when they may not be comfortable providing details about a situation to other team members; she could explain and remind clients of the rules and the protocols followed by other Drug Treatment Court team members. During the two-year grant period, the Employment Specialist spent 1,439.5 hours on grant-related tasks. Table 3 displays 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 Grant	
Description of Task	Number of Hours n=1,439.50
Attendance at Drug Court, Staffings, and Meetings	672.00
Supervision Duties	172.00
Services Performed on Behalf of Clients	247.50
Grant Tracking	186.00
Paperwork Completion	125.75
Employer Recruitment	33.25
Job Retention Group Sessions	3.00

The Employment Specialist with Goodwill of the Heartland provided 525.25 hours of direct service hours working with clients in the grant during. 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 Grant			
Description of Service	Number of Clients n=44*	Number of Sessions n=633	Number of Hours n=525.25
Assistance with Paperwork Completion and Online or Paper Employment Applications	41	191	216.00
Job Retention	35	201	121.75
Career Readiness	31	60	44.50
Résumé Development	26	27	18.00
Transportation Assistance (Bus Passes; Turn in Job Applications; To/From Interviews, Orientation, Work; and Other Transportation Provided to Clients)	23	49	44.75
Shop to Purchase Work Clothes, Shoes, Supplies	22	44	35.50
Interviewing Skills, Mock Interviews	21	33	22.75
Job Placement	13	18	15.25
Employer Development, Communication with Potential Employers with Individual Clients, Assist Clients with Maintaining Employment	3	4	1.75
Community Services: Set-Up and Retention	1	3	2.00
Job Coaching	1	1	1.00
Career Development	1	1	1.00
Volunteer Placement	1	1	1.00

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

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

In addition to providing assistance to clients who were unemployed, the Employment Specialist helped clients who were employed at grant admission by providing job retention services to help them maintain their employment and communicate more effectively with supervisors. She also provided assistance and resources to employed clients so they could find more suitable or appropriate employment, or employment that provided more hours or higher wages. At the end of the two-year grant, 15 clients were still receiving grant services. Of the 15 clients, 13 clients (86.7%) were employed as of September 30, 2016; one client (6.7%) was performing community service. Only one client (6.7%) receiving employment services at the end of the grant period was not employed.

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 workers' compensation or performing community service, and clients who had not reached that time

frame after their admission to the grant. Clients working in an internship position were considered employed. Thirty days following admission to the grant, nearly two-thirds of clients (65%) were employed. Over three-fourths of the clients (80.6%) were employed 60 days following grant admission. Just under three-fourths of the clients in the grant were employed 90 days (72.7%) and 62.1% were employed 120 days following grant admission.

**Table 5. Employment at 30, 60, 90, and 120 Days After Admission to the Grant**

Employment	30 Days Post Grant Admission % (n=40)	60 Days Post Grant Admission %(n=36)	90 Days Post Grant Admission % (n=33)	120 Days Post Grant Admission % (n=29)
Employed	65.0 (26)	80.6 (29)	72.7 (24)	62.1 (18)

## DISCHARGE AND LENGTH OF TIME IN GRANT

### Grant Completion and Discharge Status

At the end of the grant, 29 of the 44 clients (65.9%) had been discharged from grant-funded services. Six of the 29 clients (20.7%) successfully completed the Drug Court program and therefore were successfully discharged from the grant. One client (3.4%) was discharged from Drug Court due to serious illness. Twenty-two clients (75.9%) were discharged from the Drug Court program as a result of probation revocation and consequently discharged unsuccessfully from the grant.

### Length of Time in Grant

Figure 4 shows the time spent in the grant for the 44 clients. The median length of time in the grant for the 44 clients was 238 days; this calculation utilizes the last day of the grant (September 30, 2016) for the 15 clients still in the Drug Court program when the grant ended. The range of time in the grant for the 44 clients was 11 to 690 days.

**Figure 4. Length of Time Clients Received Grant Services**

