



*Supported Employment  
Knowledge  
Exchange Trip  
October 2006*

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The Matrix Center @ Horizon House

Philadelphia PA

Trip made possible by a grant from The Japan Foundation Center for Global Partnership



## *Background*

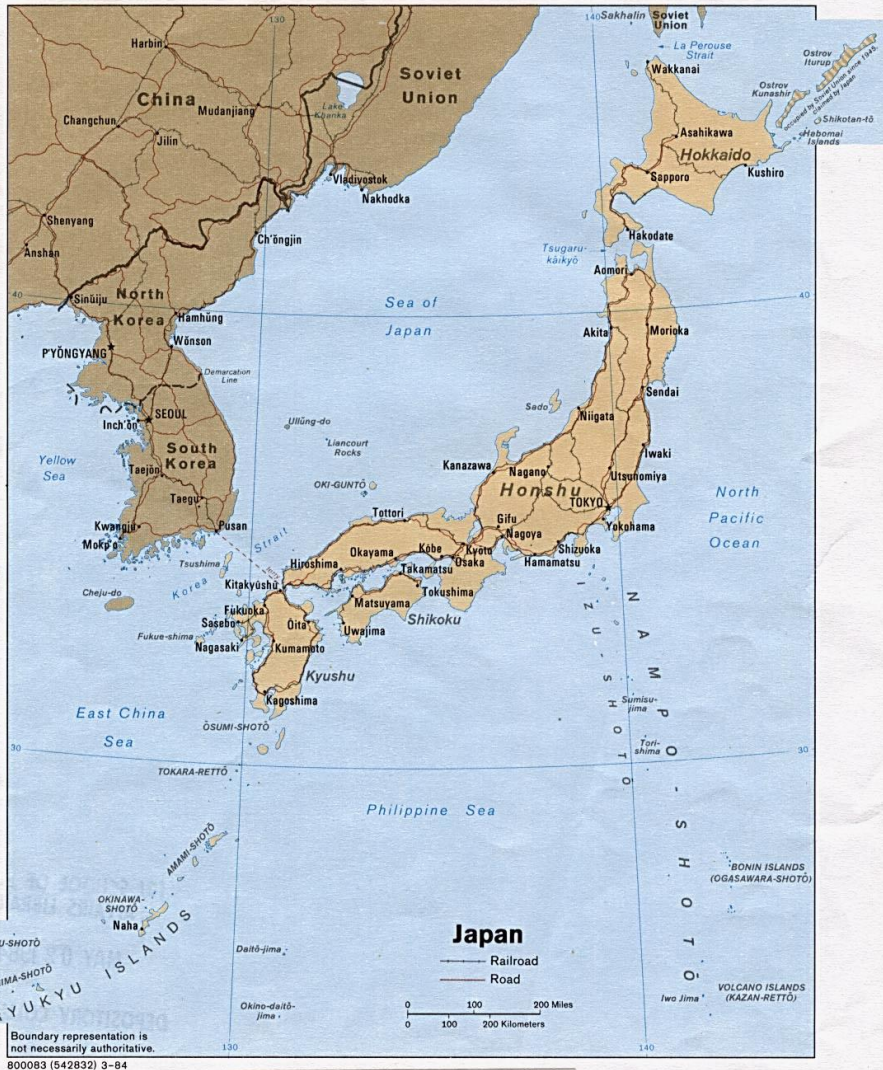
- ❖ Visitors to the U.S. hosted by Matrix Research Institute re supported employment
- ❖ Knowledge exchange grant from The Japan Foundation Center for Global Partnership
- ❖ Visitors to Horizon House January 2005
- ❖ Visitors to Hot Heart and ForUs in Japan October 2006

# *The US Delegation*





# Ichikawa









# Ichikawa







## *Ichikawa Issues*

- ❖ Ichikawa is very progressive compared to other areas of Japan.
- ❖ 1% kickback of city taxes to NPO's of taxpayer's choice
- ❖ NCNP + NIMH have conducted some model projects
  - ACT-J, IPS-J, Psycho-education, etc.
- ❖ City has high involvement of hospital staff and well-developed network of MH providers
- ❖ 3 big hospitals, 1 public, 2 private, each with 300+ beds.

# *For Us*

- ❖ Clubhouse (not ICCD)- Operated by multiple agencies
- ❖ Support, Drop-in, Employment Services
- ❖ Very egalitarian relationships between “members” and “staff”





# *Clubhouse to Clubhouse*





# *Roundtable re: work and other meaningful activities*





# *Ichikawa*





# *Tour of Ichikawa programs: Fuwa Fuwa Bakery*





# *The Obento kitchen and store*

## *Hot Heart Program*





# *Sheltered Workshop*

- ❖ Where the bakery and kitchen were more like Agency-Owned Businesses, this was more like our traditional Sheltered Workshops.





# *Minamiyawata Mental Support Center*

## *Community Life Support Center*

- ❖ Funds from Ichikawa City gov't
- ❖ Gov't buildings = more space!!
- ❖ Counseling is available, as well as drop-in, classes, etc.
- ❖ They are having to adjust their programs to comply with new laws regulating services







## *COMPOR - Portuguese for “creativity”*

- ❖ Team approach to production, all share in proceeds monthly, according to hours worked
- ❖ Opportunity to be involved with all aspects of the business.
- ❖ Development of work skills, social skills, communication skills, etc.
- ❖ Participation in other types of activities together (e.g. music, rec/leisure)







# *Other “FESTA” activities-2*

- ❖ Video Forum
- ❖ Workshop w/ Psychiatric Social Workers
- ❖ Final Symposium





# *The Meaning of Work*

Similar themes as in U.S.

- Work is THE normative adult role
- Key to community integration
- Key to Recovery, future, growth
- Need for purpose/meaning
- Need for income and desire for better life
- Desire to contribute to society



# *Concerns about Work*

- ❖ Lack of confidence in ability to succeed
  - Worried about “letting down” employers, co-workers or customers
- ❖ Stigma... very strong cultural message is also internalized by individuals
- ❖ Implications of disclosure, which is often “de facto” at this time
- ❖ Worries about stress and recurring illness
- ❖ Expectation that employers will not be flexible or supportive



# *Differences from U.S.*

- ❖ National Health Care available to all
- ❖ Hospital-based MH system of care
- ❖ Subsistence level benefits actually DO cover the cost of subsistence
  - including housing, so they don't have the homelessness problem that we do
- ❖ No ADA or equivalent
  - Chiba prefecture has recently passed the first law intended to protect people with disabilities from discrimination
  - affirmative action policy requiring businesses w/300+ employees to hire 1.8% people with disabilities



# *Differences ...*

- ❖ Psychiatric disability is lumped in with physical and intellectual disability
  - as far as resources and policy and services are concerned...this is double-edged
    - At least there is inclusion
    - However, one-size-fits-all doesn't work well
- ❖ Government sponsored services have been the norm...NPO sector is just starting to develop, and is not yet well-resourced.
- ❖ Few opportunities for part-time or flexible work



## *What we learned ...*

- ❖ The value of participation in planning in creating leaders through knowledge exchange
- ❖ Maximize participation in recovery program planning to enhance implementation
- ❖ Great interest in the WRAP (Wellness Recovery Action Plan) in Japan
- ❖ Art and creative opportunities need to be more fully integrated into our recovery programming
- ❖ Excitement and enthusiasm occurs with high creativity when program participants are involved in new/pioneering efforts, both here and in Japan





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