International Center for Clubhouse Development

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1

What is a Clubhouse?

ICCD Clubhouses are more than just a program, they are:

- A community of people committed to each other's success.
- People working together
- A place where there are repeated opportunities to volunteer
- Opportunities to join or re-join the worlds of friendships, family, important work, employment, education and access to effective services and supports

2

What is a Clubhouse?

Clubhouse

- First Clubhouse was started in New York City in 1948.
- It was started by a group of men who had been discharged from the state psychiatric hospital.
- The group met together as a "kind of club" and organized themselves to be a support system for people living with mental illness.
- Communities around the world have modeled themselves after Fountain House in New York and have embraced the term Clubhouse because it so clearly communicates the messages of membership and belonging.

3

About ICCD Clubhouses

ICCD Clubhouses offer people who have mental illness *hope and opportunities* to achieve their *full human potential.*

- What is an ICCD Clubhouse?
  - A place where people with serious mental illness[1] ***participate in their own recovery process*** by working and socializing together in a ***safe and welcoming environment.***
  - An organization that operates on ***proven standards*** developed by the International Center for Clubhouse Development (ICCD) over 6 decades and ***effective in over 300 Clubhouses worldwide.***
  - A community-based approach that ***complements available psychiatric treatment.***

[1]Clubhouse participants are known as "members".

4

About ICCD Clubhouses

ICCD Clubhouses offer people who have mental illness *hope and opportunities* to achieve their *full human potential.* They are:

- ***Holistic*** – offering participants (members) opportunities for friendship, employment and education, and access to quality housing, medical and psychiatric services through a single caring and safe environment.
- ***Inclusive*** – allowing members to meet and follow the example of others who are achieving their personal aspirations and goals.
- ***Sustaining*** – helping members become productive members of society over the course of their lives.
- ***Responsive*** – dedicated to continuous improvement based on direct feedback from members.
- ***Cost-Effective*** – providing members, families and communities significantly more value for money than other approaches.

5

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- What are the characteristics of an ICCD Clubhouse?
  - ***Membership is voluntary*** and ***long-term.***
  - ***Members have a key role*** in organizing Clubhouse activities. Staff and members work together as colleagues.
  - ***Work and social activities*** in the Clubhouse are ***meaningful*** and help members regain ***self-worth, confidence and purpose.***
  - Clubhouses provide ***paid employment opportunities in local community businesses*** for members who want work; they ***help members become successful employees.***

6

About ICCD Clubhouses

Values

- The belief that every member can recover from the effects of mental illness and have a personally satisfying life.
- All members, even those struggling with the most severe issues with mental illness can make a contribution to the work of the Clubhouse.
- Shared work is restorative and forms a foundation for growth and achievement.
- Socializing and having fun is an important part of recovery.

7

About ICCD Clubhouses

Meaningful Relationships: The Core ingredient

- People working together side-by-side is the preferred method.
- Staffing levels are intentionally kept low so that members participation is need each day.
- The relationships that develop between members and staff and members and members is the key to the Clubhouse rehabilitation system.
- Staff are not there to "teach" or "train" members but rather to work with members as colleagues and create real mutually dependent relationships.

8

About ICCD Clubhouses

The basic components of Clubhouse: A Work Day

- Daily activities are organized around a structured schedule known as the Work-Ordered Day.
- The Work-Ordered Day in a Clubhouse parallels typical business hours. Usually 8 hours.
- Members and staff work side-by-side to do the work.
- There are no clinical therapies and treatment programs in a Clubhouse.
- Members volunteer to do as much or as little work as they feel ready to do.

9

About ICCD Clubhouses

The basic components of Clubhouse: The Employment Programs

- Returning to paid employment is a right of membership and a priority at the Clubhouse .
- Three types of employment programs:
  - -Transitional
  - -Supported
  - -Independent
- All Clubhouse employment is at the employer's place of business and pays the prevailing wage for the required work.

10

About ICCD Clubhouses

The basic components of Clubhouse: The Evening, Weekend and Holiday Programs

- In addition to work activities Clubhouses provide social and recreation programming.
- Members and staff together organize structured and unstructured "fun" activities.
- Always outside of the Work-Ordered Day hours.
- Holidays are always celebrated on the actual day on which they fall.

11

About ICCD Clubhouses

The basic components of Clubhouse: Community Support

- Members are given help accessing the social and healthcare services they require.
- Members get help with acquiring and keeping affordable and dignified homes.
- Members get help with government disability and pension benefits.
- Community support services are coordinated and provided by members and staff of the Clubhouse.

12

About ICCD Clubhouses

The basic components of Clubhouse: Reach-Out

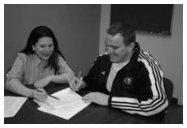
- Part of the daily Clubhouse work is keeping track of all the active members.
- Members who are unusually absent are given "reachout" phone calls or visits to check in and be encouraging.
- Members in the hospital receive visits from their colleagues.
- In reachout work each member is reminded that he or she is missed and welcomed and needed at the Clubhouse.

13

About ICCD Clubhouses

The basic components of Clubhouse: Education

- Many members have had their education interrupted by their illness.
- The Clubhouse provides opportunities and assistance helping members complete or start their certificate or degree programs at colleges and universities.
- The Clubhouse uses the talents and skills of its members and staff to provide tutoring and assistance with school.



14

About ICCD Clubhouses

ICCD Clubhouses offer people who have mental illness *hope and opportunities* to achieve their *full human potential.*

- What are the outcomes for people who participate in the ICCD Clubhouse experience?
  - ***Employment,*** with longer on-the-job tenure for members engaging in transitional employment
  - ***Cost effective,*** compared to other mental healthcare approaches
  - ***Reduced hospital stays***
  - ***Reduced incarcerations***
  - ***Improved well being:*** more likely to have close friendships and people to rely on
  - ***Better physical and mental health*** through reduced disconnectedness.

15

About ICCD Clubhouses

ICCD Clubhouses offer people who have mental illness *hope and opportunities* to achieve their *full human potential.*

- What evidence is available to substantiate the positive outcomes for members?
  - Better Transitional Employment Results: longer on-the-job tenure found to be ***highly correlated*** with Clubhouse attendance.[1]
  - Cost-Effective: the cost of Clubhouses estimated to be ***one-third*** of the cost of the IPS Supported Employment model; about ***half*** the annual costs of Community Mental Health Centers; and ***substantially less*** than the ACT model.[2]
  - Reduced Hospital Stays: membership in a Clubhouse program resulted in a ***significant decrease*** in the number of hospitalizations.[3]

[1]Source: Macias, Kinney and Rodican (1995).
[2]Source: McKay, Yates, and Johnson (2005); IPS model reported by Clark et al (1998); ACT model reported by Macias et al (2001).
[3]Source: Do Masao, Avi-Itzak and Obler (2001).

16

About ICCD Clubhouses

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- What evidence is available to substantiate the positive outcomes for members? (cont.)
  - Reduced Incarcerations: criminal justice system involvement ***substantially diminished*** during and after Clubhouse psychosocial program membership.[1]
  - Improved Well-Being:
    - Compared with individuals receiving services as usual, Clubhouse members were significantly more likely to report that they had ***close friendships*** and ***someone they could rely on*** when they needed help.[2]
    - A recent study suggests that service systems should prioritize services that offer ongoing social supports like Clubhouses, as they ***enhance mental and physical health*** by reducing disconnectedness.[3]

[1]Source: Johnson and Hickey (1999).
[2]Source: Warmer, Huxley and Berg (1999).
[3]Source: Loff and colleagues (2004).

17

Clubhouse as an Evidence Based Practice

A Submission to have the ICCD Clubhouse Model identified as an EBP has been accepted and is currently being reviewed.

We expect the review to be complete and ICCD Clubhouse to be identified as an EBP by September 2010.

United States Substance Abuse and Mental Health Services Administration's (SAMHSA) Registry of Evidence Based Practices: NREPP http://www.nrepp.samhsa.gov/

The government in Finland where there are 16 ICCD Clubhouses has completed their review and includes Clubhouses on their EBP registry.

STAKES Registry http://psitri.stakes.fi/EN/psitri.htm

18

Recent Research

There are many additional research articles available about the characteristics and effectiveness of Clubhouses

http://www.iccd.org/recent_research.html

19

About ICCD: Certification

- ***ICCD Certification*** is a ***symbol of quality*** and a clear demonstration of a Clubhouse's ***commitment to excellence.***
  - Certification is ***awarded for either one or three years,*** subject to the degree of adherence by the Clubhouse to the ICCD International Standards.
  - The certification ***process is both evaluative and consultative.*** It is conducted by members of the ICCD Faculty for Clubhouse Development (made up of veteran members and staff from certified ICCD Clubhouses from around the world).
- ***Certification components*** are:
  - A Clubhouse ***self study***
  - A site visit by members of the ICCD Faculty for Clubhouse Development
  - A ***findings presentation and dialogue*** with Clubhouse leadership focusing on improvement opportunities
  - A ***written findings report***
  - The award of ***certified status***
  - ***Ongoing consultation***

20

About ICCD: International Standards

- Membership
  - Ensures members that their participation is fully voluntary and that they can access all the opportunities available to them through Clubhouses.
- Relationships
  - Describes the unique collegial relationship between the Clubhouse staff and members.
- Space
  - Emphasizes the importance of creating a dignified, attractive environment where important work is accomplished.
- Work-Ordered Day
  - Describes the structure of the day-to-day activity within a Clubhouse, organized to help members develop self-esteem, confidence and friends which make up the foundation of the recovery process.

21

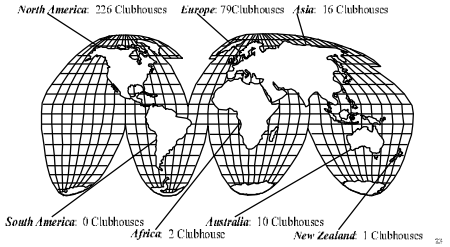
About ICCD: International Standards

- Employment
  - Ensures that Clubhouses offer members organized, effective strategies for moving into and maintaining gainful employment.
- Education
  - Ensures that Clubhouses offer members effective opportunities to complete their education.
- Functions Of The House
  - Addresses the basic requirements for meeting members' needs, with an emphasis on social and healthcare services.
- Funding, Governance And Administration
  - Describes requirements for overseeing and managing Clubhouses.

22

About ICCD: A Global Resource

There are 334 ICCD Clubhouses in 28 countries that serve over 55,000 people who have mental illness; about 15 new ICCD Clubhouses are opened each year.



23