

Building Recovery Through Treatment Court

Accountability, Collaboration, and Employment

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Learning Objectives

- Understand the purpose, structure, and evidence-based model of Treatment Court.
- Learn how Treatment Court balances accountability, treatment, recovery support, and public safety.
- Identify unique challenges faced by justice-involved job seekers and discuss ways employers and community partners can support successful employment outcomes.

What is Treatment Court?

Treatment Courts are the most effective justice intervention for substance-addicted people.

Treatment Court is Accountability + Hope

Treatment Courts reduce substance use.

Treatment Courts reduce crime.

Treatment Courts save money.

Treatment Courts restore lives.

Treatment Courts save children and reunite families

<https://youtu.be/hPPz8moTgVQ>

Why Treatment Courts?

Substance use can drive repeated justice involvement

Traditional supervision alone may not address treatment needs

High-risk/high-need people benefit from intensive intervention

Treatment courts bring multiple systems together using Treatment Court National Best Practices and Standards

Evidence-Based treatment approaches

Success means safer communities and healthier lives

How it Works



Treatment Court Team

Treatment Court brings together the court, treatment providers, probation, attorneys, law enforcement, peer support, and community partners to support recovery and protect our community.

What the team does together:

- Monitor
- Connect to services
- Hold participants accountable
- Recognize progress and success
- Build Community Support



Program Phases



Program Requirements

Every Court session the Judge will ask the participants the following (2) questions;

1. Have you been sober since you were last in Court?
2. Did you meet requirements?

Treatment Court Phases and Phase requirements needed to advance

Treatment court basic requirements – *honesty and effort*

- Attend drug testing and provide valid sample
- Attend scheduled treatment appts
- Attend DOC/TCC appts
- Maintain sobriety
- Case Plan and goals

Incentives, Sanctions & Service Adjustments

1. Responses should be predictable and immediate (as possible)
2. Recognize progress—not only problems (4:1)
3. Respond quickly to behavior
4. Use responses to promote behavior change
5. Consider treatment or supervision adjustments



ACTIVITY

Employment is Part of Recovery

- Work can build routine and purpose
- Employment can increase stability
- Job success requires support and realistic planning
- Address transportation, scheduling, disclosure, and workplace barriers
- Provides sense of purpose along with structure and routine
- Becomes a requirement to Phase Advance in Treatment Court Program (Phase 3)

Employment Challenges amongst Treatment Court Population

1. Felony record
2. Limited work history or gaps in work history
3. Transportation
4. Housing instability
5. Recovery and treatment responsibilities
6. Stigma
7. Rebuilding trust

How can we support Treatment Court job seekers?

1. Look at the person-not only the record
2. Give people opportunity to explain
3. Consider age and nature of offense (substance use driven)
4. Focus on skills and strengths
5. Flexible with treatment needs
6. Local Referrals to programs (TJ Program, FSET)
7. Enroll in schooling (CVTC)
8. Skill based programs (CNA)
9. Skill building- resume
10. Understand that employment is part of recovery

For many Treatment Court participants, employment can provide more than a paycheck. It can create:
Purpose → Routine → Responsibility → Financial stability → Positive relationships → Confidence → Long-term recovery

What does Success Look Like?

2025 TC Participant Improvements

- 4 individuals obtained a valid DL
- 2 individuals improved education status
 - 1 got GED, 1 obtained a career certification
- 13 individuals obtained employment
 - 81% of the individuals who came into programming unemployed
- 15 individuals obtained steady/independent housing
 - 88% of the individuals who came into programming homeless
- 11 individuals re-established a relationship with their kid(s)

At the end of 2025...

- 65% of participants are licensed drivers (11 of 17)
- 100% of participants have a diploma/GED/HSED (17 of 17)
- 82% of participants are employed (14 of 17)
- 94% of participants have steady/independent housing (16 of 17)



Questions?

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