

# The Road to Recovery 2012

# Ready, Willing, and Able To Work: Employment for People in Recovery **Discussion Guide**

The show will be filmed in a panel format with free discussion between the show host and other panelists. This discussion guide is not to be considered as a script. The information and resources in this discussion guide are provided to assist panelists in show preparation. The questions identified in each panel section will be asked by the show host. Panelists will respond to questions asked by the host, and they also will comment and add to information presented by other panelists in a discussion format. Panelists will bring their own keen anecdotal experiences to the show, as well as references from scientific studies from the field.

Show Description: For people in recovery from mental or substance use disorders, employment is often an essential part of the recovery process. Employment increases a person's self-worth, stabilizes his or her living circumstances, and facilitates the person's integration with the community. Being unemployed is associated with increased rates of mental disorders and with higher rates of substance use disorders and relapse. In the current job market, employment challenges for people in recovery are greater than ever. This show will explore a range of topics related to meeting those challenges, including skills training, career building, having a "recovery job" that bridges the gap between unemployment and full employment, volunteering as a pathway to employment, and starting a business. The show will examine the barriers and challenges faced by some people in recovery—those without a high school or college degree, those with a criminal history, and those who have been out of the workforce for a long time. Innovative approaches to addressing the employment issue will be highlighted, including recovery entrepreneurship programs, employers who target hiring people in recovery, and recovery community organizations that help with skills training and job placement.

# Panel 1: Nature and Scope of the Employment Problem for People in Recovery

# **Key Questions:**

- 1. What is the rate of illicit drug use among people who are unemployed vs. those who are employed?
- 2. Among all people who use illicit drugs, how many are unemployed and how many are employed? What about rates of substance abuse or dependence among unemployed vs. employed people?
- 3. What is the rate of alcohol use among people who are unemployed vs. those who are employed? What is the rate of heavy or binge drinking by employment status?
- 4. Among heavy drinkers and binge drinkers, how many are employed and how many are unemployed?
- 5. How many people with a mental health problem are unemployed?
- 6. How extensive is the problem of substance use in the workplace? What about the misuse of prescription drugs in the workplace?

# Use of Illicit Drugs by Employment Status

Source: Substance Abuse and Mental Health Services Administration. (2011). Results from the 2010 National Survey on Drug Use and Health: Summary of national findings. (NSDUH Series H-41, HHS Publication No. SMA 11-4658). Rockville, MD: U.S. Department of Health and Human Services. From

http://store.samhsa.gov/product/Results-from-the-2010-National-Survey-on-Drug-Use-and-Health-NSDUH-/SMA11-4658 (accessed March 26, 2012).

- Current illicit drug use differed by employment status in 2010. Among adults aged 18 or older, the rate of current illicit drug use was higher for those who were unemployed (17.5 percent) than for those who were employed full time (8.4 percent) or part time (11.2 percent).
- Although the rate of current illicit drug use was higher among unemployed persons in 2010 compared with those who were employed full time, employed part time, or indicated "other" (which includes retired persons, disabled persons, homemakers, students, and other persons not in the labor force), most of these users were employed. Of the 20.2 million current illicit drug users aged 18 or older in 2010, 13.3 million (65.9 percent) were employed either full time or part time.

#### Rates of Substance Abuse or Dependence by Employment Status

Source: Substance Abuse and Mental Health Services Administration. (2011). *Results from the 2010 National Survey on Drug Use and Health: Summary of national findings*. (NSDUH Series H-41, HHS Publication No. SMA 11-4658). Rockville, MD: U.S. Department of Health and Human Services. From

http://store.samhsa.gov/product/Results-from-the-2010-National-Survey-on-Drug-Use-and-Health-NSDUH-/SMA11-4658 (accessed March 26, 2012).

• Rates of substance dependence or abuse were associated with current employment status in 2010. A higher percentage of unemployed adults aged 18 or older were

classified with dependence or abuse (15.7 percent) than were full-time employed adults (8.9 percent) or part-time employed adults (10.9 percent). The rate of alcohol dependence or abuse among full-time employed persons aged 18 or older declined from 8.4 percent in 2009 to 7.7 percent in 2010.

About half of adults aged 18 or older with substance dependence or abuse were employed full time in 2010. Of the 20.3 million adults classified with dependence or abuse, 10.1 million (49.8 percent) were employed full time.

## Alcohol Use and Employment Status

Source: Substance Abuse and Mental Health Services Administration. (2011). Results from the 2010 National Survey on Drug Use and Health: Summary of national findings. (NSDUH Series H-41, HHS Publication No. SMA 11-4658). Rockville, MD: U.S. Department of Health and Human Services. From

http://store.samhsa.gov/product/Results-from-the-2010-National-Survey-on-Drug-Use-and-Health-NSDUH-/SMA11-4658 (accessed March 26, 2012).

- The rate of any current alcohol use was 64.8 percent for full-time employed adults aged 18 or older in 2010, which was higher than the rate for unemployed adults (56.1 percent). However, the rates of binge and heavy drinking among unemployed persons (32.8 and 11.1 percent, respectively) were higher than among full-time employed persons (29.7 and 8.5 percent, respectively).
- Most binge and heavy alcohol users were employed in 2010. Among 56.6 million adult binge drinkers, 42.3 million (74.7 percent) were employed either full time or part time. Among 16.5 million heavy drinkers, 12.2 million (74.0 percent) were employed.

Number of People With Mental Health Problems Who Are Unemployed Source: Substance Abuse and Mental Health Services Administration. (2009). 2009 CMHS *Uniform Reporting System output tables.* From http://www.samhsa.gov/dataoutcomes/urs/urs2009.aspx (accessed March 26, 2012).

 Of the more than 6 million people served by State mental health authorities across the Nation, only 21 percent are employed. Despite this exceptionally low rate, only 2.1 percent of the people served receive evidence-based supported employment services.

## Substance Use in the Workplace

Source: U.S. Department of Labor, Occupational Safety and Health Administration. (2007). Workplace Substance Abuse. From http://www.osha.gov/SLTC/substanceabuse/ (accessed March 26, 2012).

The vast majority of drug users are employed, and when they arrive for work, they do not leave their problems at the door. Of the 17.2 million illicit drug users aged 18 or older in 2005, 12.9 million (74.8 percent) were employed either full time or part time. Furthermore, research indicates that between 10 and 20 percent of the Nation's workers who die on the job test positive for alcohol or drugs. In fact, industries with the highest rates of drug use are the same as those at a high risk for occupational injuries such as construction, mining, manufacturing, and wholesale.

Source: Substance Abuse and Mental Health Services Administration. (n.d.). *Prescription drug abuse in the workplace*. From

http://www.workplace.samhsa.gov/pdf/prescription%20drug%20abuse%20fact%20sheet.pdf (accessed March 26, 2012).

- The use of illicit drugs and the misuse of alcohol are not the only issues that can affect health and safety in workplaces. Prescription drugs, when used without a prescription and without the supervision of a doctor, also can have adverse effects. Workers can become sleepy, anxious, depressed, or confused from the improper use of prescription drugs.
- When workers use prescriptions drugs improperly, they can pose risks to employees, their coworkers, and the overall workplace itself. The risks associated with nonmedical use of prescription drugs in workplaces can escalate when workers' jobs require caution and safety to prevent injury, such as those of transportation workers, assembly line workers, construction workers, and nuclear-power plant workers.

# Panel 2: Employment Challenges and Opportunities for People in Recovery

# **Key Questions:**

- 1. Why is employment such a critical factor in the recovery process for people with mental or substance use disorders?
- 2. Is employment a factor in helping people with mental or substance use disorders stay in treatment?
- 3. Does employment help to sustain recovery?
- 4. How is education linked to employment for people in recovery?
- 5. What are the barriers that people in recovery face in finding employment? How are particular circumstances, such as needing to take time off for treatment and recovery or having a criminal record, a factor in finding employment?
- 6. How can people in recovery overcome the challenges of finding employment?
- 7. What are "recovery jobs"? Why is having a recovery job a good idea for some people in recovery?
- 8. How can volunteering be a bridge between unemployment and employment for people in recovery?
- 9. Is starting one's own business a good idea for people in recovery?

### **Employment as a Critical Factor in Treatment and Recovery**

Source: Substance Abuse and Mental Health Services Administration. (2011). *Leading change: A plan for SAMHSA's roles and actions 2011–2014.* (HHS Publication No. SMA 11-4629). Rockville, MD: U.S. Department of Health and Human Services, 2011. From <a href="http://store.samhsa.gov/shin/content//SMA11-4629/01-FullDocument.pdf">http://store.samhsa.gov/shin/content//SMA11-4629/01-FullDocument.pdf</a> (accessed March 26, 2012).

- The goal of recovery is exemplified through a life that includes:
  - Health—Overcoming or managing one's disease(s) as well as living in a
    physically and emotionally healthy way;
  - Home—A stable and safe place to live that supports recovery;
  - Purpose—Meaningful daily activities, such as a job, school, volunteerism, family caretaking, or creative endeavors, and the independence, income, and resources to participate in society; and
  - Community—Relationships and social networks that provide support, friendship, love, and hope.
- People need meaningful work and the ability to enhance their skills through education to aid their recovery. Employment by its very nature helps integrate individuals in society and acknowledges their ability to contribute.
- The income that employment produces enables people to improve their living situation, reducing exposure to violence and other stressors that may adversely affect behavioral health. Conversely, being unemployed is associated with increased rates of mental disorders, especially among men, and with relapse to substance use.

#### Individualized Services as a Factor for Staying in Treatment

Source: Laudet, A. B. (2007). What does recovery mean to you? Lessons learned from the recovery experience. *Journal of Substance Abuse Treatment*, 33(2), 243–256.

 A qualitative study found that 33 percent of those who reported having dropped out of treatment indicated they might have stayed longer in substance abuse treatment if they had received practical assistance, help with areas of life functioning, and better individualized services (such as assistance in finding employment).

Education as Related to Opportunities for Employment for People in Recovery
Source: Substance Abuse and Mental Health Services Administration. (2011). Leading change: A plan for SAMHSA's roles and actions 2011–2014. (HHS Publication No. SMA 11-4629). Rockville, MD: U.S. Department of Health and Human Services. From <a href="http://store.samhsa.gov/shin/content//SMA11-4629/01-FullDocument.pdf">http://store.samhsa.gov/shin/content//SMA11-4629/01-FullDocument.pdf</a> (accessed March 26, 2012).

 Education is closely linked to opportunities for work, yet individuals with mental and substance use disorders have the lowest educational attainment level of any disability group. Mental illnesses often begin when young adults are completing high school and looking at future opportunities and career plans. The same holds true for those with substance dependence or abuse.

#### Barriers to Employment

Source: Center for Substance Abuse Treatment. (2000). *Integrating substance abuse treatment and vocational services*. Treatment Improvement Protocol (TIP) number 38. Rockville, MD: Substance Abuse and Mental Health Services Administration, U.S. Department of Health and

Human Services. From http://www.ncbi.nlm.nih.gov/books/NBK64320/#A68469 (accessed March 26, 2012).

Unemployed clients in substance abuse treatment programs face many challenges and obstacles in obtaining and keeping jobs. Employed clients may need help with finding more satisfying work or with identifying and resolving stresses in the work environment that may exacerbate ongoing substance abuse or precipitate a relapse. The barriers clients face may exist within themselves, in interpersonal relations with others, or in coexisting medical and psychological conditions. Barriers also stem from society, scarcity of lower level jobs, and prejudice against employing people with substance abuse disorders.

Source: National Conference of State Legislatures. (n.d.). Understanding barriers to employment. From http://www.ncsl.org/issues-research/employment-working-families/barriers-toemployment.aspx (accessed March 26, 2012).

Many hard-to-place workers, particularly those from disadvantaged backgrounds, may simultaneously face several barriers to employment. As a result, they often experience significant difficulty in finding and maintaining a job. One study (DC's Workforce Investment Council) has found that a large portion of its customers facing employment barriers are TANF (Temporary Assistance for Needy Families) recipients, ex-offenders, individuals with mental and substance abuse problems, and those who have a history of long-term unemployment.

Number of People in the Justice System With Mental or Substance Use Disorders Source: James, D. J., and Glaze, L. E. (2006). Bureau of Justice Statistics special report: Mental health problems of prison and jail inmates. (NCJ213600). Washington, DC: Office of Justice Programs, U.S. Department of Justice. From http://bjs.ojp.usdoj.gov/content/pub/pdf/mhppji.pdf (accessed March 26, 2012).

Many people in the justice system, including incarcerated individuals and those recently released from jail or prison, have experienced the effects of behavioral health conditions, which include both mental and substance use disorders. In 2005, three fourths of people in State prisons (74 percent) and local jails (76 percent) met the clinical criteria for substance dependence or abuse, and more than half met the criteria for a mental health problem.

Source: James, D. J., and Glaze, L. E. (2006). Bureau of Justice Statistics special report: Mental health problems of prison and jail inmates. (NCJ213600). Washington, DC: Office of Justice Programs, U.S. Department of Justice. From http://bjs.ojp.usdoj.gov/content/pub/pdf/mhppji.pdf (accessed March 26, 2012).

An estimated 42 percent of inmates in State prisons and 49 percent of inmates in local jails had both a mental health problem and substance abuse or dependence—referred to as a co-occurring disorder.

#### Criminal History as a Factor in Hiring Decisions

Source: Rodriguez, M. N., Farid, E., & Porter, N. (2011). State reforms promoting employment of people with criminal records: 2010-11 Legislative round-up. New York: National Employment Law Project Legislative Update, the Sentencing Project, and the National H.I.R.E. Network. From <a href="http://www.nelp.org/page/">http://www.nelp.org/page/-</a>

/SCLP/2011/PromotingEmploymentofPeoplewithCriminalRecords.pdf?nocdn=1 (accessed March 26, 2012).

According to a recent survey, 90 percent of companies use criminal background checks
in making hiring decisions. Another study found that a criminal record reduces the
likelihood of a job callback or offer by nearly 50 percent. Considering that one in four
adults in the United States has an arrest or conviction record, the implications of barring
people with criminal histories from employment are staggering. Many jurisdictions
around the Nation have begun reforming their hiring practices to reduce these negative
consequences.

# Overcoming Challenges—Avoiding Relapse and Developing New Skill Sets

Sources: White, W. L. (n.d.). *Five things you can do to enhance your recovery odds*. New York: Home Box Office, Inc. From

http://www.hbo.com/addiction/aftercare/44 enhance recovery odds.html (accessed March 26, 2012).

Prescott, R. (n.d.). What happens when you suffer an addiction relapse? From <a href="http://ezinearticles.com/?What-Happens-When-You-Suffer-an-Addiction-Relapse?&id=3367234">http://ezinearticles.com/?What-Happens-When-You-Suffer-an-Addiction-Relapse?&id=3367234</a> (accessed March 26, 2012).

- Choose a treatment program that offers a rich menu of continuing care services, and then actively use these supports.
- Find a recovery support group and stay actively involved.
- Involve your family members in recovery support groups and activities.
- If you do not have a living environment supportive of recovery, investigate the growing network of recovery homes.
- Become an expert on your own recovery and take responsibility for it.
- Learn techniques that will help you get through difficult times without reverting to substance abuse.
- Learn how to manage negative thinking with the help of others or with cognitive training.
- Have coping mechanisms in place to avoid conflicts, or learn how to take it down a few levels to avoid losing emotional control.

# Need To Support Employment for People With Severe Mental Illness

Source: Becker, D. R., and Drake, R. E. (n.d.). Supported employment for people with severe mental illness: A guideline developed for the Behavioral Health Recovery Management Project. Springfield, IL: Illinois Department of Human Services Division of Alcoholism and Substance Abuse. From

http://www.bhrm.org/guidelines/Supported%20Employment%20for%20People%20with%20Severe%20Mental%20Illness.pdf (accessed March 26, 2012).

• The great majority of people with severe mental illness desire competitive employment, and evidence-based supported employment is currently the most effective way to help them achieve their goal. Evidence-based supported employment emphasizes the following: competitive jobs that are based on a person's preferences for type and amount of work, integrated work settings, job-seeking when the unemployed person expresses interest, minimal pre-vocational preparation and assessment, and followalong supports from mental health and vocational specialists to maintain the job or transition to another one.

Need To Support Employment for Persons in Recovery From Substance Use
Source: Drug Abuse Comprehensive Coordinating Office (DACCO) Employment and Training
Program. (n.d.). Supported employment/training. From <a href="http://www.dacco.org/?page\_id=799">http://www.dacco.org/?page\_id=799</a>
(accessed March 26, 2012).

• A stable income helps to support a person's ongoing recovery, but individuals who struggle with a substance use disorder often have difficulty finding employment as they progress down the road to recovery. This may be due to a lack of a formal education, including obtaining a high school diploma; limited training or vocational skills; and/or a criminal record. Services can help individuals to prepare resumes, conduct online job searches, complete job applications, and obtain appropriate clothing for job interviews to help them attain gainful employment as they progress through treatment.

# **Recovery Jobs**

Source: Hill, T., and Taylor, P. (August 2011). Working papers from *Road to Recovery* Multimedia Advisory Committee (unpublished).

- Many individuals in early recovery need a "recovery job," one that is usually entry level
  and does not produce an inordinate amount of stress. These jobs often allow these
  individuals to "get on their feet" and earn income, learn job skills, and establish an
  employment history while undertaking other tasks that help to stabilize their recovery.
- For some of these individuals, a recovery job may be the first employment that they have secured in a long time, if at all. These individuals may require job-readiness and on-the-job training in areas such as writing a basic resume, interviewing for a job, skills training, dressing appropriately, and being punctual. A person may need assistance in self-marketing, reframing large gaps in his or her work history, and identifying strengths and transferable skills learned in other areas of his or her life.

While recovery jobs are not necessarily temporary, they often are viewed as a means to a larger goal. As individuals experience stabilization and maturity in their recovery, they often become ready to take on increasing amounts of responsibility and have developed strategies to handle stress on the job. At a certain point, they often develop the capacity to articulate and realize self-identified career goals that may include obtaining additional education, developing vocational and leadership skills, or taking risks to try something new.

# Volunteerism as a Step Toward Employment for Persons in Recovery

Source: Hill, T., and Taylor, P. (August 2011). Working papers from Road to Recovery Multimedia Advisory Committee (unpublished).

For people in recovery, volunteerism can be a viable entry or re-entry portal to employment. Being part of a volunteer workforce allows people to try out new job tasks and skills, develop good work habits under supervision, and take on increasing responsibility, as appropriate. Many recovery community organizations offer opportunities for volunteers to work in a recovery-supportive and community context.

#### Starting One's Own Business

Source: Hill, T., and Taylor, P. (August 2011). Working papers from Road to Recovery Multimedia Advisory Committee (unpublished).

- One viable path to employment for people in recovery is to start one's own business. Across the country, persons in recovery have started businesses providing services such as house painting, landscape maintenance, and furniture moving.
- People in recovery who start their own businesses tend to be open and eager to hire employees who are in recovery.
- One example of a person in recovery who has his own business is a board member of a recovery support organization in San Diego, CA. This board member owns and operates a furniture delivery and moving business he founded 11 years ago. He is considered one of the organization's "pillars," having served three consecutive terms on the Board and having channeled his personal resources into the organization since the onset of his recovery more than 17 years ago. He is an alumnus of the recovery support organization program and has been active in the organization for many years.

# Panel 3: Meeting the Challenges of Employment for People in Recovery— How Employers and Support Programs Can Help

#### **Key Questions:**

- 1. What are the benefits for employers who hire people in recovery?
- 2. What are supported employment programs? Are they effective in helping people with mental or substance use disorders to find employment?
- 3. What are "recovery entrepreneurship programs"? What are some examples of these types of programs?
- 4. Do recovery community organizations partner with businesses to help people in recovery find jobs?
- 5. Are there employers who specifically seek to hire people in recovery?
- 6. What are employee assistance programs and how do they help people with mental and substance use disorders, as well as family members who also are affected?

#### Benefits of Hiring People in Recovery

Source: America in Recovery, Inc. (n.d.). *Recovery at work*. From http://www.recoveryatwork.org/index.php (accessed March 26, 2012).

- Our country includes millions of people in recovery who are considered
  "unemployable." Americans from all walks of life are affected by the disease of
  addiction, from unskilled young people to experienced tradesmen, office workers,
  doctors, lawyers, and engineers. The big question is how can we put these talents and
  abilities to use? The answer is by giving people in recovery an opportunity to work and
  become proud, productive citizens and taxpayers.
- By using *Recovery at Work*, employers:
  - Give Americans in recovery the opportunity to return to work and become proud and productive taxpayers.
  - Help American small businesses improve profits through improving productivity, cutting costs, and reducing turnover while bringing more honesty and integrity to the workplace.

# <u>Definition and Effectiveness of Supported Employment Programs</u>

Source: Westat, New Hampshire-Dartmouth Psychiatric Research Center. (2008). *Supported employment: Evidence-based practice toolkit*. Rockville, MD: SAMHSA Homelessness Resource Center. From <a href="http://www.nrchmi.samhsa.gov/resource/supported-employment-evidence-based-practicetoolkit-48852.aspx">http://www.nrchmi.samhsa.gov/resource/supported-employment-evidence-based-practicetoolkit-48852.aspx</a> (accessed March 26, 2012).

 Supported employment is a well-defined approach to helping people with mental illnesses to find and keep competitive employment within their communities. Supported employment programs are staffed by employment specialists, who have frequent meetings with treatment providers to integrate supported employment with mental health services. Source: Cook, J. A., Leff, H. S., Blyler, C. R., et al. (2005). Results of a multisite randomized trial of supported employment interventions for individuals with severe mental illness. *Archives of General Psychiatry*, *62*, 505–512.

• Supported employment programs that help people with the most serious mental illnesses place more than 50 percent of their clients into paid employment.

Source: Bush, P. W., Drake, R. E., Xie, H., et al. (2009). The long-term impact on mental health service use and costs for persons with severe mental illness. *Psychiatric Services*, *60*(8), 1024–1031.

A recent 10-year study suggests that supported employment initiatives for people who
are high users of mental health services can reduce their need for such services, saving
public funding over time.

#### Recovery Entrepreneurship Programs

Source: A Safe Haven Foundation. (n.d.). A safe haven. From <a href="http://www.asafehaven.org">http://www.asafehaven.org</a> (accessed March 26, 2012).

- Recovery entrepreneurship programs are recovery businesses run by recovery community organizations and/or full-service treatment organizations. They offer on-thejob training so that people can develop and hone vocational skills while earning a paycheck and contributing to the business venture.
- A Safe Haven Foundation's (ASHF) Center for Workforce Development centralizes job readiness services, employee retention services, and industry-based job training. In a safe and respectful environment, ASHF conducts a general evaluation to determine work history, criminal background, and other potential barriers to employment. After completion of core classes, participants enter the job training phase and may apply to one of four industry-based job training programs in food service, landscaping, housekeeping, and sales and marketing.

# **Employers Seeking To Hire People in Recovery**

Source: Social Imprints, LLC. *Empowering the community*. From <a href="https://socialimprints.com/pages/empowering-the-community">https://socialimprints.com/pages/empowering-the-community</a> (accessed March 26, 2012).

- Social Imprints is a U.S. company that provides higher paying professional jobs to at-risk adults, including ex-offenders, recovering addicts, and persons who are economically and physically challenged.
- While most "social enterprises" offer lower paying, blue-collar transitional jobs in production and assembly, Social Imprints opens outstanding white-collar opportunities to at-risk but high-functioning applicants in management, sales, marketing, accounting, and customer service.

#### **Employee Assistance Programs**

Source: Array of Sites, Inc. (n.d.). JobDiagnosis.com. From <a href="http://www.jobdiagnosis.com/myblog/employee-assistance-programs.htm">http://www.jobdiagnosis.com/myblog/employee-assistance-programs.htm</a> (accessed March 26, 2012).

- An Employee Assistance Program (EAP) provides support to employees of the organization and to the family members of employees. EAPs typically provide support related to the following topics:
  - o Drug/alcohol rehabilitation
  - Household abuse
  - o Financial advice
  - Career planning assistance
  - Housing and relocation support
  - Health care services
  - Legal assistance
  - o Retirement planning
  - Loss of loved ones
  - o Workplace stress management

Source: DataLink. (n.d.). EAP-SAP.com. From <a href="http://www.eap-sap.com/">http://www.eap-sap.com/</a> (accessed March 26, 2012).

• This Web site provides a directory of EAP providers and consultants and a directory of substance abuse professionals for employers.

# Panel 4: Looking to the Future—Policy and Program Initiatives

#### **Key Questions:**

- 1. How is SAMHSA's Recovery Support strategic initiative addressing the issue of employment for people in recovery?
- 2. How is SAMHSA's Division of Workplace Programs addressing the problem of illicit drug use in the workplace?
- 3. Are there State-level initiatives that address employment for people in recovery?
- 4. What is the "ban the box" initiative and why is this hiring policy issue important?
- 5. What other examples or models should be considered in designing recovery employment programs?
- 6. What resources are available to help people in treatment and recovery with finding employment?

# SAMHSA's Recovery Support Initiative

Source: Substance Abuse and Mental Health Services Administration. (2011). *Leading change: A plan for SAMHSA's roles and actions, 2011–2014*. (HHS Publication No. SMA 11-4629). Rockville, MD: U.S. Department of Health and Human Services. From

http://store.samhsa.gov/shin/content//SMA11-4629/01-FullDocument.pdf (accessed March 26, 2012).

- SAMHSA Strategic Initiative Goal 4.3: Increase gainful employment and educational opportunities, while decreasing legal and policy barriers, for individuals in recovery with mental and substance use disorders.
- The objectives under this goal are as follows:
  - Objective 4.3.1. Increase the proportion of individuals with mental and/or substance use disorders who are gainfully employed and/or participating in self-directed educational endeavors.
  - Objective 4.3.2. Develop employer strategies to address national employment and education disparities among people with and without identified behavioral health problems.
  - Objective 4.3.3. Improve the employment and educational outcomes among individuals with mental and/or substance use disorders served by SAMHSA grantees.
  - Objective 4.3.4. Implement evidence-based practices related to employment and education for individuals with mental and/or substance use disorders throughout all service systems.

# SAMHSA's Division of Workplace Programs

Source: http://www.workplace.samhsa.gov/

The Division of Workplace Programs (DWP) is mandated by Executive Order and Public Law to provide oversight for:

- The Federal Drug-Free Workplace Program, which aims to eliminate illicit drug use in the Federal workforce; and
- The National Laboratory Certification Program, which certifies laboratories to conduct forensic drug testing for Federal agencies and for some federally regulated industries.

Additionally, DWP addresses primary substance abuse prevention through comprehensive drugfree and health/wellness workplace programs. These programs promote safer, healthier, and more productive workplaces.

Interventions incorporate a continuum of scientifically based components, including:

- Substance abuse awareness
- Health/wellness
- Health risk assessments
- Brief screenings
- Drug testing
- Early identification

- Intervention
- Treatment
- Recovery, and
- Reintegration to assist employees, families, and their communities

DWP is committed to helping workplaces meet the demands of health care reform while reducing health care costs.

## Work First New Jersey Substance Abuse Initiative (SAI)

Source: http://www.ncaddnj.org/page/Substance-Abuse-Initiative.aspx

- NCADD-NJ's Work First New Jersey SAI is a statewide welfare-to-work program that is funded by the New Jersey Department of Human Services' Division of Family Development. NCADD-NJ has operated the SAI since July 1998. The target population has been Temporary Assistance for Needy Families (TANF) and General Assistance clients who have substance abuse barriers to employment.
- As of June 30, 2009, the SAI has received more than 44,000 referrals, conducted more than 37,000 clinical assessments, and placed nearly 28,000 clients into treatment.
- The SAI has clinical care coordinators (CC) in every county welfare agency in New Jersey. The SAI CCs conduct comprehensive assessments of the clients referred by welfare using the Addiction Severity Index (ASI), the DSM- IV-TR, and the American Society of Addiction Medicine criteria to determine the severity of the client's problem and the appropriate level of care to place the client in.
- The SAI CCs refer clients to treatment with New Jersey Division of Addiction Serviceslicensed and -approved treatment providers for the SAI Treatment Provider Network. The SAI CCs preapprove clinical service units, provide utilization review by conducting regular clinical service reviews with the treatment provider clinical staff, and authorize payment for services provided, based on client treatment attendance and urine drug screening information forwarded to NCADD-NJ by the treatment providers.
- The SAI CCs also decide when a client needs continued care, needs to step down to less
  intensive care, needs to be stepped up to a more intense level of care or is ready for
  discharge from treatment. When clients have completed their treatment goals and are
  discharged from treatment, the SAI CCs refer the client back to welfare to be placed in a
  work activity.

#### Ban the Box Initiative

Source: Rodriguez, M. N., Farid, E., & Porter, N. (2011). *State reforms promoting employment of people with criminal records: 2010-11 legislative round-up*. New York: National Employment Law Project Legislative Update, the Sentencing Project, and the National H.I.R.E. Network. From

http://www.nelp.org/page/-/SCLP/2011/PromotingEmploymentofPeoplewithCriminalRecords.pdf?nocdn=1 (accessed March 26, 2012).

• Widely known as "ban the box," this fair hiring policy removes any questions about the applicant's criminal history from initial employment applications. When background checks are deferred until later in the interview process, job applicants have a better chance of being evaluated based on their qualifications for the job. To date, at least six States and 30 local jurisdictions have implemented some form of a "ban the box" policy. Numerous organizations, such as All of Us or None, a leader in these efforts, have contributed to campaigns across the country.

# Other Recovery Employment Examples or Models

Source: Center for Prevention and Health Services. (2009). *An employer's guide to workplace substance abuse: Strategies and Treatment Recommendations*. Washington, DC: National Business Group on Health. From

http://www.businessgrouphealth.org/pdfs/SubAb report FINAL.pdf (accessed April 3, 2012).

- This guide offers practical solutions for addressing substance abuse. Employers can address substance use and abuse in their employee population by:
  - o Implementing drug-free workplace and other written substance abuse policies;
  - Offering health benefits that provide comprehensive coverage, including aftercare and counseling, for substance use disorders;
  - Educating employees about the health and productivity hazards of substance abuse through company wellness programs, Employee Assistance Programs (EAPs), and work/life programs;
  - Using EAP services to help employees with substance abuse;
  - o Respecting employees' privacy; and
  - o Reducing stigma in the workplace.

Source: Oasis Addiction Recovery Society. *Ontario disability support program (job placement/retention)*. Toronto, Ontario. From <a href="http://www.oasismovement.org/index.php?page=ontario-disability-support-program">http://www.oasismovement.org/index.php?page=ontario-disability-support-program</a> (accessed March 26, 2012).

This organization administers programs and trains individuals in recovery in three areas: (1) pre-employment personal life management, (2) employment preparation, and (3) job placement/retention. Individuals participate in job placement activities by working one-on-one with the Job Development Team and learning self-marketing techniques. Oasis has an extensive network of employers, and the program manager helps develop employment opportunities and generate jobs specifically for participating individuals.

#### Resources for People in Recovery and Treatment Seeking Employment

#### Recovery at Work

Source: America in Recovery, Inc. (n.d.). *Recovery at Work*. From <a href="http://www.recoveryatwork.org/index.php">http://www.recoveryatwork.org/index.php</a> (accessed March 26, 2012).

 This Web site provides a place for employers to post job announcements for people in recovery.

## Recovery Community Organization Employment-Readiness Training Programs

Many recovery community organizations and programs offer employment-readiness programs as recovery support services. These range from workshops to full-scale training, and they help to prepare individuals for seeking, obtaining, and securing suitable employment. Examples include:

- PRO-ACT (Pennsylvania Recovery Organization Achieving Community Together) sponsors employment-readiness training to improve job, family, and life management skills, including resume writing, interview preparation, computer and Internet skills, and professional behavior for workplace success. <a href="http://www.proact.org/">http://www.proact.org/</a>
- Connecticut Community for Addiction Recovery (CCAR) administers Recovery Oriented Employment Services (ROES), defined as "a three-pronged approach to helping individuals in early recovery from alcohol or other drugs find employment. The seven week curriculum infuses recovery principles into vocational training." http://ccar.us/employment\_services.htm
- CCAR has developed a manual to assist employers in understanding addiction; the strengths, needs, and values of people in recovery in the workforce; and instructions in operating a recovery-oriented workplace. <a href="http://ccar.us/roesPDF/Recovery Friendly Business Press Kit.pdf">http://ccar.us/roesPDF/Recovery Friendly Business Press Kit.pdf</a>

#### Recovery Community Organizations—Partnerships With Businesses

Some recovery community organizations have developed relationships with businesses in the community, with the arrangement to hire people in early recovery for jobs that range from time-limited to permanent. Some examples are:

- Women in New Recovery http://www.winr.org
- McShin Foundation http://mcshinfoundation.org/

A link check was run on all of the external Web sites listed in the discussion guide to identify and fix any broken links as of 3/26/12. However, we acknowledge that Web site URLs change frequently and may require ongoing link checks for accuracy. Last Updated: 3/26/12