

Recovery Employment Services

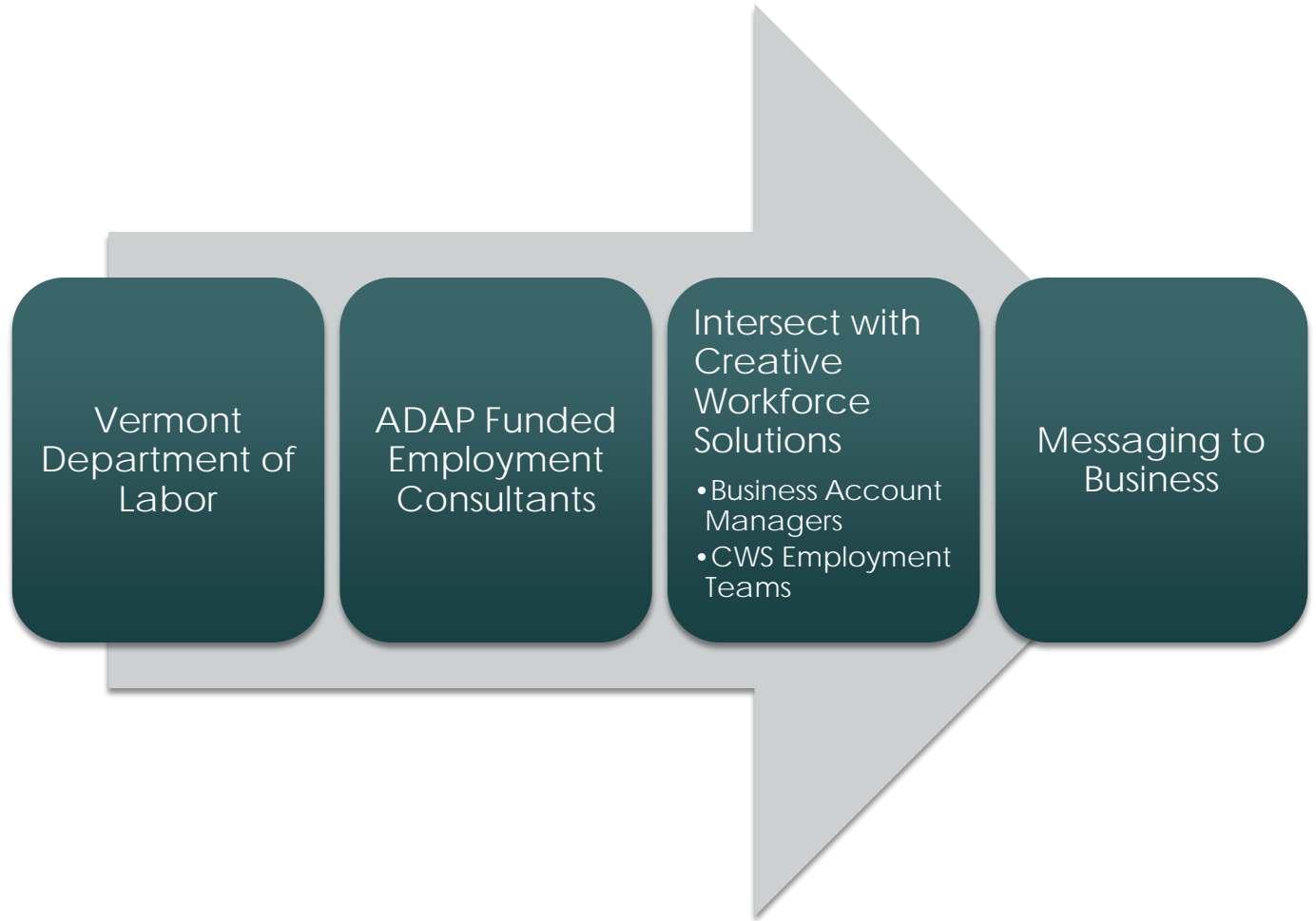
WORK SUPPORTS RECOVERY!!

Background

- ▶ Individuals in recovery are often disconnected from their communities and available supports
- ▶ Employment is a key element of recovery and is often a primary need
- ▶ Individuals need connections to employers via intermediaries who can advocate for them and provide support as they re-enter the workforce
- ▶ Education and training are sometimes needed to make a person competitive in the labor market
- ▶ Relationships with employers are critical



Employment Services Pilots



Vermont Department of Labor

- ▶ .2 FTE capacity in each VDOL District
- ▶ Initial locations as of June 2018
 - ▶ Rutland
 - ▶ Burlington
- ▶ Roll-out plan for statewide coverage by December 2018
- ▶ Presence in the Recovery Center/Hub/Spoke
- ▶ Determine eligibility and connect individuals to WIOA resources
- ▶ Connect to training, education, apprenticeships and employment
- ▶ Identify available employer incentives/supports (Work Experiences, OJT, tax credits)

ADAP Funded Employment Consultants

- ▶ Consultants to be shared between Recovery Center and Hub in each region
- ▶ 3.5 FTE
 - ▶ 1 FTE Chittenden County (Recovery Center)
 - ▶ 2.5 FTEs to be allocated across Newport, St. Johnsbury and Central Vermont (BAART Hubs)
 - ▶ Potential interviews and hires in August 2018
- ▶ Complete CCV Employment Consultant course Fall 2018
- ▶ Attendance at CWS Employment Team Meetings
- ▶ Close linkage to CWS Business Account Manager
- ▶ Use of Salesforce to track employer engagement
- ▶ Tracking of customer activities and outcomes

VocRehab Vermont

- ▶ VR Counselor presence in the Recovery Centers (TBD)
- ▶ Identify individuals eligible for VR services
- ▶ Access to case services
 - ▶ Training and education
 - ▶ Clothing, transportation, tools and other employment supports
 - ▶ Referral to other services including benefits counseling, EAP
- ▶ Connection to Creative Workforce Solutions
 - ▶ Employment Consultants
 - ▶ Business Account Managers
 - ▶ Progressive Employment

Messaging to Business

- ▶ Marketing materials needed for both participants and business
- ▶ Use of “Progressive Employment” model to introduce candidates
 - ▶ Informational/mock interviews
 - ▶ Company tours
 - ▶ Job shadows
 - ▶ Work experiences
- ▶ Develop testimonials (written and video) highlighting successes
- ▶ General outreach and information sharing
 - ▶ Radio
 - ▶ Print
 - ▶ Web

Other Opportunities

- ▶ VDOL/VR grant application for USDOL Opioid funding
 - ▶ Up to \$2 million over 2 years
 - ▶ Serve 100-150 individuals
 - ▶ Target counties to augment ADAP pilots
 - ▶ Franklin, Bennington, Lamoille and Rutland counties
- ▶ Referrals to come from Recovery Centers/Hubs/Spokes
- ▶ Focus on MAT participants and Drug Court referrals
- ▶ EAP services to employers and candidates/workers
- ▶ Establish and support “recovery-friendly” workplace strategies\
- ▶ Potential partnership with Department of Corrections to serve MAT population in facilities

Questions?

VERMONT

SMOKE & CURE™

- Meat snacks brand
- Multi million in sales; high growth
- Located in Hinesburg town center
- Employer of ~60 people
- Manufacturing, selling, marketing, & finance functions on site



Employer “Program” enablers

- Background checks
 - Forgive drug related crimes
- Advocacy
 - Hire friends and family referrals
 - Respect support networks
- Restore Personal Equity
 1. Train
 - Leadership series VTP grant
 2. Promote
 - From within for advancement in operations
 - Cross over from operations to office staff
 3. Offer loans to build credit score
 - \$1k per employee in “good standing”.
 - Payback 1 year through payroll deduction.
 - Eligible every 6 months.

Issues

- Emotional Intelligence
 - Dealing with stress
 - Interpersonal conflict resolution
 - Taking on leadership in the workplace
- Transportation
 - Loss of license
 - Credit impact on ability to buy/lease adequate car
- Reliability
 - Erratic attendance
 - Quality assurance misses
- Confidentiality
 - Fear of stigma


Improving the
lives of
individuals
through
employment
opportunities

WORKING FIELDS, LLC




The image features a field of tall, golden-brown grasses, possibly foxtails, in the foreground and middle ground. The background is a soft-focus line of green trees under a bright sky. A large, dark, semi-transparent diagonal shape covers the left side of the image, serving as a background for the text.

Working Fields is a mission based staffing agency providing employers a supported solution to hiring second chance employees


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Primarily work with
individuals with
substance use
addictions and are
facing challenges finding
employment



Treatment has an end and start date, recovery is ongoing and progressive


Recovery is a process of change where individuals improve their health and wellness, live self-directed lives and strive to reach their full potential



Behaviors in active
addiction lead to poor
decisions and desperate
acts

Many enter treatment with
some sort of criminal
charge

A criminal record is an
obstacle to recovery and
employment

A photograph of a field of tall, golden-brown grasses, possibly a meadow or prairie, with a dark diagonal overlay on the left side. The grasses are in sharp focus in the foreground, with a blurred background of more grass and trees under a bright sky. The text is overlaid on the dark area.

Employers experiencing
difficulty in hiring good
employees in part due
to low unemployment
rate


Vermont Labor Force Estimates, seasonally adjusted

	May 2018	April 2018	May 2017	Change From:	
				April 2018	May 2017
Civilian Labor Force	348,852	348,024	344,562	828	4,290
Employed	339,187	338,423	334,014	764	5,173
Unemployed	9,665	9,601	10,548	64	-883
Unemployment Rate (%)	2.8	2.8	3.1	0.0	-0.3



Employment needs can be
addressed by hiring
individuals in recovery

Individuals who are in
stable recovery tend to be
grateful, humble and
dedicated employees

A photograph of a field of tall, golden-brown grasses, possibly wildflowers or reeds, with a dark, diagonal overlay on the left side. The background is a blurred forest of green trees under a bright sky.

Working Fields solution
bridges those in
recovery seeking work
and Vermont Employers
struggling to fill open
positions




Recovery Coaching model
utilized to evaluate and
support Individuals

Recovery Coaching is
nationally recognized
strength based support for
individuals in recovery
from addictions.

Candidates referred are
qualified through formal
phone screen and in-
person survey



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Candidates supported
while on assignment
utilizing Recovery
Coaching skills and
techniques

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Working Fields operates
utilizing typical staffing
model for revenue and
expenses

Client List

(partial, including current and seasonal)


Rhino Foods
TwinCraft Skincare
Northland Janitorial
SunCommon
Archie's Grill
Yankee Corporation
Mount Mansfield Maple
Lane Press
Vermont Teddy Bear
FoodScience
Harrington's of Vermont
Casella
Blue Sky Roofing



Success can be measured in many ways

- After 720 hours of assignment, Associate hired
- Assignment ends Associate starts new Assignment
- Assignment terminated due to Associate struggling in their recovery – Seed planted and potential to work with Associate when ready





Recovery coaching
provides individual and
customized support
depending on Associates
Needs

First Three Coaching
Sessions follow structured
format

Future sessions focus on
specific recovery plan and
Associates Needs

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Shared examples of
Recovery Coaching
experiences at Working
Fields