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
- ADAP Funded Employment Consultants
- Intersect with Creative Workforce Solutions
  - Business Account Managers
  - CWS Employment Teams
- Messaging to Business
.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)
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?
• 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 is a mission based staffing agency providing employers a supported solution to hiring second chance employees.
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.
Employers experiencing difficulty in hiring good employees in part due to low unemployment rate
### Vermont Labor Force Estimates, seasonally adjusted

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<th>May 2018</th>
<th>April 2018</th>
<th>May 2017</th>
<th>Change From:</th>
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<tr>
<td></td>
<td></td>
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<td>April 2018</td>
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<tr>
<td>Civilian Labor Force</td>
<td>348,852</td>
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<td>Employed</td>
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<td>Unemployed</td>
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<td>Unemployment Rate (%)</td>
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Vermont Department of Labor
Employment needs can be addressed by hiring individuals in recovery.

Individuals who are in stable recovery tend to be grateful, humble and dedicated employees.
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.
Candidates supported while on assignment utilizing Recovery Coaching skills and techniques
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.
Shared examples of Recovery Coaching experiences at Working Fields