

# WORKING FIELDS, LLC



## The Working Fields Solution

In the last few years our community has done a good job of raising the awareness of the addiction problem as well as providing more opportunities for treatment. However, treatment is only the beginning, the hard first step. The next step is for the individual coming out of treatment to enter a life of recovery and begin fixing the damages they may have caused during active addiction. This is hard if someone has lost their place to live, their job and possibly support of their families and friends. Some may have had legal issues and possibly incarceration.

Many companies would like to be part of the solution and give people a chance at a job and fill much needed positions in their company. But the questions they have are:

- How do I know if the person is really in recovery and not still using?
- Will I know if they relapse or start using again?
- What extra support do I need to provide?

These are all good questions and many times are the reasons why companies just don't want to take the chance. **Working Fields has the solution.**

Working Fields model uses Recovery Coaching techniques, each potential candidate is evaluated to ensure that they are truly in recovery. What this means is they have taken responsibility for their situation, have asked and found help and have an ongoing plan of recovery. Once an Associate is placed on assignment, Working Fields staff will check-in weekly with Associate's to review their recovery plan ensuring they are on track and provide any support necessary.

The Working Fields model minimizes the risk to the Employer and provides the individual a greater chance of success in their recovery. A successful placement results in the employer finding a dedicated and grateful employee to fill a much-needed position and an individual obtaining a job to provide them much needed financial support and the self-esteem of returning to the workforce.

# WORKING FIELDS, LLC



## How it Works

- Company identifies an open position that is either a full-time position or a position that may possible lead to a full-time position.
- Company provides Working Fields a job description, a pay rate or pay range, work hours, and any specific requirements for employment e.g. must have car and license, pass physical, etc.
- Company determines if the interview process will be conducted by the Company or Working Fields.
- Company and Working Fields execute one-time client agreement.
- Candidates identified based on job skill match and stable recovery.
- Candidate, now Associate, starts on job, remaining on Working Fields payroll with Working Fields covering all costs such as workers' comp, unemployment insurance, and other related costs.
- Working Fields staff provides weekly recovery coaching sessions to Associate working towards a successful recovery plan and successful employment
- Associate tracks hours though Working Fields system and hours approved weekly by Company through e-mail notification with link to Working Fields system.
- Company billed weekly at agreed upon billing rate.
- At any time, Company or Working Fields may determine that Associate is not a good fix and Working Fields will remove Associate.
- Based on Company satisfaction, Associate transitioned to Company's full time payroll, on client schedule.