

**Recovery Friendly Workplace,
an integral part of a Recovery Friendly Community**

**RFW Workshop
July 27, 2023**






**Part B
Recovery Friendly Workplace**







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 **Recovery Friendly Workplace Initiative**


Community Peer Recovery Center – Somerset County
Employment dissects every one of the four Dimensions of Recovery




HEALTH:
MAKING HEALTHY CHOICES THAT SUPPORT PHYSICAL AND EMOTIONAL WELL-BEING.



HOME:
FINDING A SAFE, STABLE PLACE TO LIVE.




PURPOSE:
TAKING PART IN MEANINGFUL ACTIVITIES SUCH AS A JOB, SCHOOL, VOLUNTEER WORK WHILE BECOMING INDEPENDENT AND ABLE TO SUPPORT SELF.



COMMUNITY:
DEVELOPING RELATIONSHIPS THAT PROVIDE SUPPORT, FRIENDSHIP, LOVE AND HOPE.


Dimensions of Recovery



Estimated over 55,000 people with SUD in Somerset County

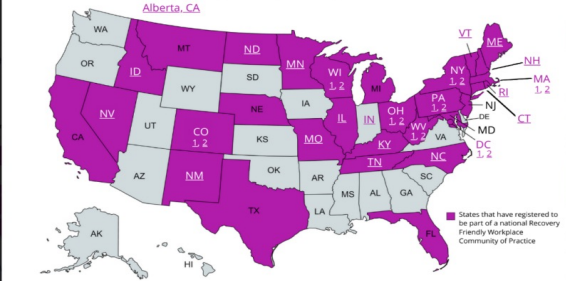
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Recovery Friendly Workplace Initiative



Recovery Friendly Workplace Engagement by State

Alberta, CA




States that have registered to be part of a national Recovery Friendly Workplace Community of Practice

CVH receives Missouri's first Recovery Friendly Workplace designation

FACT SHEET: President Biden's Announces Strategy to Address Our National Mental Health Crisis, As Part of Unity Agenda in His First State of the Union

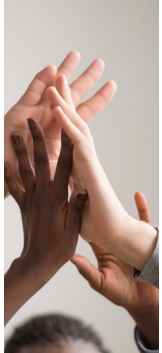
Created by: NH's Recovery Friendly Workplace initiative, 2022; base map from mapchart.net

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 **Recovery Friendly Workplace Initiative**

RFW Primary Objectives:

Combat	Combat Stigma towards Substance Use Disorders & Behavioral Health Concerns
Realize	Realize the financial benefits of adapting RFW culture & practices
Connect	Connect employers to resources & support for employees



Estimated over > 55,000 individuals with SUD in Somerset County


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Community In Connection Recovery Friendly Workplace Initiative


Recovery has immense return on investment

Businesses that support and hire staff in recovery achieve:

- Improving Productivity
- Absenteeism / Presenteeism
- Increasing Staff Retention
- Decreasing healthcare premiums
- Improving morale, health, & wellness



Substance use and mental health disorders cost businesses billions each year.



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Workers in recovery help employers **AVOID**
\$4,088
in turnover & replacement costs

Workers in recovery miss **13.7 days LESS** per year than workers with an SUD



Each employee who recovers from a substance use disorder **SAVES** a company over **\$8,500** on average

Embrace Recovery; Enhance Business

- People in Recovery have fewer missed days than the General Workforce
- People in Recovery have lower turnover rates than the General Workforce
- Government Incentives & Tax Credits


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Key Substance Use and Mental Health Indicators in the United States:
Results from the 2021 National Survey on Drug Use and Health


Substance Use / Mental Health Stats:

- Annual Cost of alcohol misuse \$250B and illicit drugs \$193B
- SUD USA: Alcohol: 30M / Drugs: 24M
- Somerset County: 57,000
- 70% of individuals with SUD /BH issues are actively employed
- 2021: 1 of 4 Americans reported mental health struggles
- SUD is costly but it is **PREVENTABLE** and **TREATABLE**



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Recovery Works





> 10% of population currently in recovery

Est: 33M nationally; New Jersey ~1M

Somerset County: > 36,000 (Patriot's Stadium 6x)

Significantly higher when including family members, friends and loved ones

Untapped potential and valuable resource

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Safe Non-Judgmental Space

- Mutual Respect
- Open-mindedness
- Communication
- Confidentiality


People in recovery are our employees, our customers, our friends, our neighbors and our family members.

A Recovery Friendly Workplace:

- FOSTERS a safe & respectful environment
- ENGAGES employers & employees via education
- RETAINS healthy & productive associates
- PROMOTES prevention & recovery in the local community



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RFW PROCESS


Phase 1
Letter of Interest
Orientation
Declaration

Phase 2
Info & Resources
Baseline Assessment
Education & Trainings

Phase 3
RFW Task Force
Customized Trainings
Policy & Practice Review

Employees in recovery report long-term satisfaction when their employer implements workplace protections for recovery status

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Language Matters / Las Palabras Importan

'ADDICTION-ARY' ADVICE

The Recovery Research Institute's glossary of addiction-related terms flags several entries with a "stigma alert" based on research that suggests they induce bias. A sampling:

<p>ABUSER, ADDICT</p> <p>Use "person-first" language: Rather than call someone an addict, say he or she suffers from addiction or a substance-use disorder.</p>	<p>DRUG</p> <p>Use specific terms such as "medication" or "a non-medically used psychoactive substance" to avoid ambiguity.</p>
<p>CLEAN, DIRTY</p> <p>Use proper medical terms for positive or negative test results for substance use.</p>	<p>LAPSE, RELAPSE, SLIP</p> <p>Use morally neutral terms like "resumed" or experienced a "recurrence" of symptoms.</p>


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EMPATHY
would this help?


Be kind, ... for everyone you meet is fighting a battle, ... that you know nothing about. Wendy Mass

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Imagine you work in a team with a colleague named Alex. Over the past few months, you've noticed that Alex's performance has been deteriorating. They frequently come to work late, miss deadlines, and seem disengaged during team meetings. You also notice that their physical appearance has changed, and there are times when they smell of alcohol.

Instead of immediately judging or reprimanding Alex, you decide to approach the situation with empathy. You recognize that substance use issues can be complex and personal, and it's important to handle the situation delicately.




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Private conversation:




Active listening:




Empathetic response:



Encouragement and positive reinforcement:



Resource assistance:



Patience and understanding:

By approaching the situation with empathy, you create a supportive and non-judgmental environment for your colleague, encouraging them to seek the help they may need. Remember, empathy in the workplace is crucial when dealing with sensitive topics like substance use, as it promotes understanding and fosters a culture of compassion.

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Recovery Support Groups























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Ask us how to become a **Recovery Friendly Workplace**



Recovery friendly workplaces is a CIC initiative partnering with the Somerset County community to reduce stigma and maximize the value of our recovery aligned workforce.

Learn more here. 973.434.0911



Community Resources
Recovery Mental Health, Substance Use,...



RECOVERY FRIENDLY WORKPLACE Resource Card

-  Mental Health or Substance Use Emergency: dial 988
-  Other Emergency: dial 911
-  One-on-one peer and recovery resources: Call CIC - 973.434.0911
-  County behavioral health navigator: Stephanie Billitz - 908.203.6130

HELP WITH AN OVERDOSE

TREATMENT RESOURCES



OTHER HELP RESOURCES

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Community In Connection

Q & A

RFW Workshop / July 27, 2023



The slide features a header with the 'Community In Connection' logo on the left and 'Q & A' in the center. Below the header, the title 'RFW Workshop / July 27, 2023' is centered. The main content area contains two logos: on the left, the 'NJ Recovery Friendly Workplace Somerset County' logo, which includes a stylized map of New Jersey and the text 'NJ RECOVERY FRIENDLY WORKPLACE SOMERSET COUNTY'; on the right, the 'Human Services Academy' logo, which is a circular emblem with colorful human figures and the text 'HUMAN SERVICES ACADEMY' around the perimeter.