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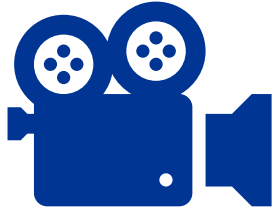


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Mutual Agreement

- Everyone on every Program Evaluation and Research Unit (PERU) webinar is **valued**. Everyone has an expectation of **mutual, positive regard** for everyone else that respects the **diversity** of everyone on the webinar.
- We operate from a **strength-based, empathetic, and supportive** framework – with the people we serve, and with each other on PERU webinars.
- We encourage the use of **affirming language** that is not discriminatory or stigmatizing.
- We treat others as **they** would like to be treated and, therefore, avoid argumentative, disruptive, and/or aggressive language.



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- We strive to **listen** to each person, avoid interrupting others, and seek to **understand** each other through the Learning Network as we work toward the highest quality services for Centers of Excellence (COE) clients.
- Information presented in Learning Network sessions has been vetted. We recognize that people have different opinions, and those **diverse perspectives** are welcomed and valued. Questions and comments should be framed as **constructive feedback**.
- The Learning Network format is **not conducive to debate**. If something happens that concerns you, **please send a chat during the session** to the panelists and we will attempt to make room to address it either during the session or by scheduling time outside of the session to process and understand it. **Alternatively, you can reach out offline to your PERU point of contact.**



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The logo for the Program Evaluation and Research Unit (PER&U) features the letters 'PER&U' in a serif font. The 'P', 'E', and 'U' are blue, while the 'R' and the ampersand are yellow. The ampersand is stylized with a crossbar that extends to the right.

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Program Evaluation and Research Unit

Fundamentals of Employment in Recovery



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Placeholder for Series Information

- Dates/ Titles/ Times of next sessions



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Learning Objectives

By the end of this session, trainees should be able to do the following:

- Explain the **importance of employment** as a key component in opioid treatment and recovery, recognizing its impact on **overall well-being and long-term recovery** success.
- Identify how employment **enhances recovery capital**, leading to **improved recovery outcomes** for individuals in opioid treatment.
- Evaluate and apply insights from successful **case studies** and examples of skill building initiatives, understanding how these approaches can be effectively **integrated** into recovery programs.



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Employment is a Cornerstone of Recovery



In what ways do you think
employment can **increase**
confidence in a person's ability to
maintain long-term recovery?



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The Significance of Employment in Recovery

Establishing
Routine

Fostering
Accountability

Motivating
Long-Term
Recovery

Supporting
Recovery
Programs



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Routine and Accountability



Establishing Routine

Employment creates **consistency** and reduces **idle time**

It promotes **healthy habits** and improves **time management skills**



Fostering Accountability

Meeting workplace expectations reinforces **self-discipline**

Regular responsibilities help maintain focus **on recovery goals**



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Support and Motivate



Supporting Recovery Programs

Work provides **stability** for integrating treatment and recovery meetings¹

It helps **balance** employment with ongoing recovery activities¹



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Motivating Long-Term Recovery

Clear career **goals** strengthen recovery commitment²

Professional **growth opportunities** offer sustained motivation for maintaining recovery²



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Financial Stability and Recovery

Meeting Basic Needs

Helps cover essentials like **housing, food, and transportation**. This reduces stressors that can trigger return to use

Fostering Independence

Promotes **financial autonomy** and enables individuals to make **responsible decisions** about their well-being

Building Security

Creates a **safety net** and provides resources for continued treatment and self-care during recovery.



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Psychological and Social Benefits of Employment



Psychological Benefits of Employment

Rebuilding Self-Worth

- Achieving work-related goals **boosts self-esteem**¹
- Feeling productive enhances **personal fulfillment** and **confidence**¹

Reinforcing New Identity

- Employment creates a **sense of purpose**²
- It allows individuals to **define themselves** by their skills, not past substance use²

Personal Growth

- Work challenges **promote continuous learning**³
- Overcoming obstacles builds **resilience** and **copng skills**³



Social Benefits of Employment in Recovery

New Social Networks

- Employment provides opportunities to **build positive relationships**
- It **reduces isolation** and **expands support systems** beyond recovery circles

Supportive Environment

- A positive workplace can offer **emotional support**
- Colleagues can help reinforce recovery goals and **provide encouragement**

Sense of Belonging

- Working with others creates a **feeling of community**
- It helps individuals feel **connected and valued** in society



Employment's Impact on Treatment Outcomes

Improves **treatment outcomes**¹

Protective factor for return to use¹

Increased **enrollment rates**²

Better treatment adherence²



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Recovery Capital



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Recovery Capital Defined

- “.... the **breadth and depth** of **internal and external** resources that can be drawn upon to initiate and sustain recovery.”
- Higher resources indicate more support for recovery.
- Individuals with years of experiencing SUD-related problems can deplete their resources.



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Brief Assessment of Recovery Capital

BARC-10 questions: poll: (workshop this) but “What recovery capital questions do you think would show the highest increase after a client gains employment”

1. There are more important things to me in life than using substances.
2. In general I am happy with my life.
3. I have enough energy to complete the tasks I set myself.
4. I am proud of the community I live in and feel part of it.
5. I get lots of support from friends.
6. I regard my life as challenging and fulfilling without the need for using drugs or alcohol.
7. My living space has helped to drive my recovery journey.
8. I take full responsibility for my actions.
9. I am happy dealing with a range of professional people.
10. I am making good progress on my recovery journey.



Effect of Employment on Recovery Capital



Social Capital

Fosters **social networks**, increasing community support¹



Human Capital

Builds **skills and self-efficacy**, improving recovery over time¹



Financial Capital

Provides **financial security**, reducing recovery barriers²



Overall Recovery Capital

Enhances **recovery capital**, supporting job placement and training²



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Strategies to Support Employment



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Develop Partnerships



**Local
Businesses**



**Vocational
Centers**



**Social
Organizations**



**Government
Agencies**



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Mentorship and Peer Coaching

Peer Coaching

- Improves motivation¹
- Improves outcomes¹

Mentorship Programs

- Helps navigate the job market²
- Builds confidence in skills²



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Skill Building Workshops

Practical
Skills

Soft Skills

Holistic
Approach



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Case Studies



Michelle H



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George J



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Marlana B



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