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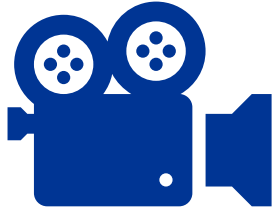


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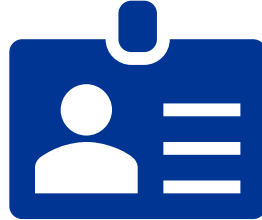
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Mutual Agreement

- 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.

Mutual Agreement (continued)

- 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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Program Evaluation and Research Unit

Building Partnerships and Community Integration

*Recovery Coach Workforce Education
Learning Series*



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Learning Objectives

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

- Discuss the importance of employment as a **critical component** of **recovery**, emphasizing its impact on **long-term** recovery outcomes.
- Implement best practices for **assessing** the needs and skills of individuals in recovery, ensuring vocational and employment support is **tailored** to their specific circumstances.
- Foster **partnerships** with community organizations and job training programs to effectively connect individuals in recovery with **employment resources**.



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Background



The Significance of Employment in Recovery

Establishing
Routine

Fostering
Accountability

Supporting
Recovery

Motivating
Long-Term
Recovery



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Employment's Impact on Recovery Outcomes

Improves **treatment outcomes**¹

Protective factor for return to use¹

Increased **enrollment rates**²

Increased **recovery rates**²



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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



Strategies for Connecting Clients to Employment Services



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Determine Needed Services

Job Placement

Helping individuals find suitable job opportunities that match their skills and interests

On-the-Job Supports

Providing assistance and resources while individuals are working to ensure they can maintain their employment

Maintenance Services

Offering ongoing support to help individuals sustain their employment over time

Job Search Assistance

Guiding individuals through the job search process, including resume writing and interview preparation

Other Support Services

Additional services tailored to individual needs that enhance employment success



Incorporate Needs into Client Care Plan

- Integrate identified services into individual care plans
- Develop care plans collaboratively with clients and providers
- Tailor plans to address unique client challenges
- Update plans to reflect evolving client needs
- Include relevant services like job placement and support.



Employ Continuous Evaluation



Regularly assess the effectiveness of provided services



Identify gaps or areas for improvement through evaluation



Make necessary adjustments to align support with needs



Refine strategies to improve service delivery



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Utilize Vocational Rehabilitation Programs

- Include state and federal programs
- Offer tailored support for individuals with SUDs
- Services include job training, resume building, interview preparation, and ongoing support
- Increase the likelihood of successful employment outcomes



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Involve Vocational Support Early

- Ensure clients understand available vocational services and how they complement recovery
- Help clients recognize the role of vocational support in transitioning to aftercare
- Address barriers to employment early to facilitate smoother transitions



Educate Treatment Staff

- Inform treatment staff about the range of vocational services available to clients
- Recognize that counselors may not fully understand the benefits and resources vocational support offers
- Provide training sessions or informational workshops
- Equip counselors to connect clients with valuable vocational services



Strategies for Partnership Development



Establish Clear Strategic Focus

- Well-defined strategy ensures effectiveness
- Shared objectives align partner roles
- Clear goals foster a cohesive vision
- Efficient resource pooling improves outcomes
- Transparent communication enhances collaboration
- Mutual accountability supports meaningful contributions



Identify Key Partners

- Partnerships with diverse organizations are crucial
- Government and non-profits offer valuable resources
- Stakeholder involvement ensures effective contributions
- Skills, resources, and legitimacy strengthen partnerships



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Address Complex Barriers

- Recognize barriers individuals in recovery face
- Stigma, legal issues, and transportation are key challenges
- Collaborative approaches create lasting solutions



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Consider your Own Organizational Strengths

- Identify your organization's strengths, weaknesses, and available resources
- Enhance your contribution to the partnership
- Lay the groundwork for successful collaboration
- Increase the likelihood of a mutually beneficial relationship.



Practical Application



Shared Objectives

- What are the primary objectives each partner might seek to accomplish through this partnership?
- What measurable outcomes might indicate the success of the collaboration for both parties?



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Roles and Contributions

- What specific skills, expertise, or resources does each partner have contribute to the collaboration?
- How could responsibilities be divided to leverage each partner's strengths effectively?

Potential Challenges

- What potential challenges or conflicts might emerge during the partnership?
- How might differences in organizational culture or operational practices be reconciled?

Individual Placement and Support (IPS)



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IPS Defined

- Helps individuals with mental health issues secure and maintain employment
- Provides personalized support for job placement in competitive work environments
- Supports effectiveness for individuals with SUD
- Contributes to better recovery outcomes through sustained employment



Key Components of IPS

- Ensure zero exclusion by providing support to all
- Encourage a rapid competitive job search
- Integrate employment support with treatment services
- Highlight benefits like self-esteem and financial independence



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Benefits of IPS

- Provides personalized, job-specific support based on strengths and preferences
- Promotes financial independence, social inclusion, and improved self-esteem
- Integrates with other treatment services for a holistic recovery approach



Helpful Resources



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People in Recovery

- Sharing personal stories humanizes their recovery journey
- Stories highlight resilience and potential
- Encourages empathy and understanding
- Empowers individuals in recovery and showcases their contributions



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SAMSHA Evidence Based Resource Guide Series

- Substance Use Disorders Recovery with a Focus on Employment and Education
- Synthesizes scientific literature, best practices, and peer-reviewed models
- Identifies challenges and gaps in implementation
- Highlights the role of employment in long-term recovery
- Aimed at healthcare providers, administrators, and community members



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The Recovery-Ready Workplace Toolkit

- [Recovery-Ready Workplace Toolkit Link](#)
- Supports employers in addressing substance use
- Provides adaptable guidance and frameworks
- Promotes recovery-supportive workplace culture



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(Federal Recovery-Ready Workplace Interagency
Workgroup, 2023)



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Pennsylvania Specific Resources

- Resources For Employers Supporting Individuals with Substance Use Disorder
- Highlights state resources for workforce partners
- Promotes addressing substance use in the workplace
- Emphasizes community health assessments and harm reduction

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