



WELCOME!

Win-Win Strategies ECHO

Helping Job Seekers with a History of Harmful Substance Use Find and Keep Jobs

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Series Learning Objectives

- Increase understanding of substance use disorders and stigma
- Apply effective strategies to help individuals in recovery find jobs
- Identify methods to help individuals retain jobs and develop careers

Series Sessions

1. [Before Hiring – Understanding Recovery](#)
2. [Getting Hired- Practical Strategies](#)
3. [After Hire- Supporting Job Retention and career Development](#)



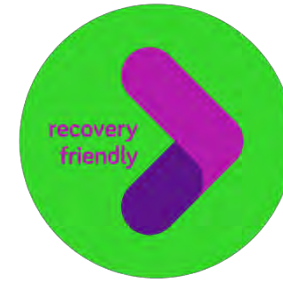
Substance Use Disorder, Recovery, Stigma and Safe Language

Jeanne Venuti, Director of Workforce Development, Recovery Friendly Workplace

Overview



- What is Substance Use Disorder?
- What is recovery?
- What is recovery capital
- Stigma and safe language



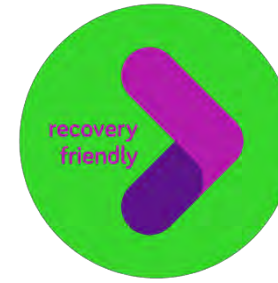
What is Substance Use Disorder?

The American Society of Addiction medicine adopted the following definition of addiction (e.g., severe substance use disorder) in 2019:

“Addiction is a treatable, chronic medical disease involving complex interactions among brain circuits, genetics, the environment, and an individual’s life experiences. People with addiction use substances or engage in behaviors that become compulsive and often continue despite harmful consequences.”

They also note, **“Prevention efforts and treatment approaches for addiction are generally as successful as those for other chronic diseases.”**

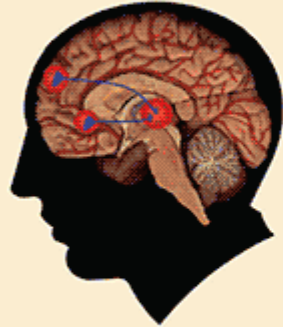
Raj Mehta: “The main symptom of addiction is the inability to get high successfully.”



Understanding SUDs

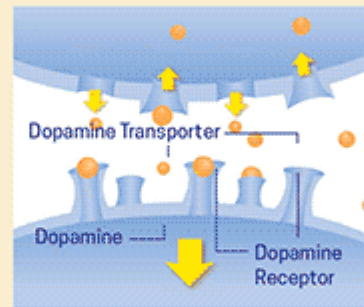
Some drugs target the brain's pleasure center

Brain reward (dopamine pathways)

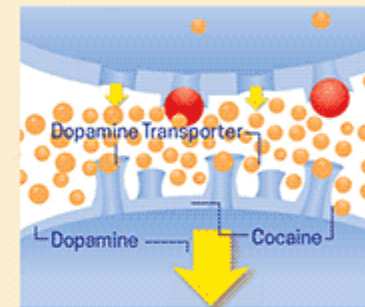


These brain circuits are important for natural rewards such as food, music, and sex.

How drugs can increase dopamine



While eating food

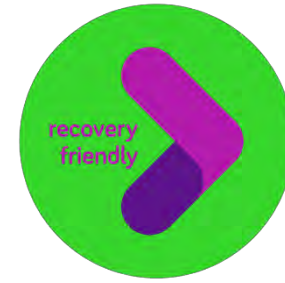


While using cocaine

Typically, dopamine increases in response to natural rewards such as food. When cocaine is taken, dopamine increases are exaggerated, and communication is denied.

(Source: National Institute on Drug Abuse, 2018)

What is Recovery?

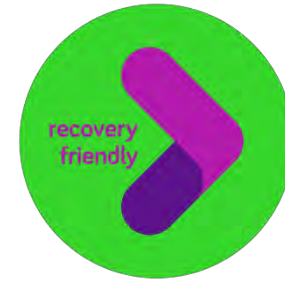


Collective wisdom of people in recovery, researchers,
thought leaders:

*Recovery is a **process** of change through which people improve their health and **wellness**, live self-directed lives, and strive to reach their full potential. (SAMHSA, 2012)*

*Recovery is an individualized, intentional, dynamic, and relational **process** involving sustained efforts to improve **wellness**. (Ashford et al., 2019)*

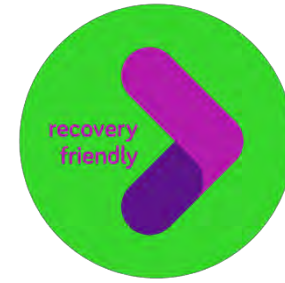
Why Does Recovery Look Different for Each Person?



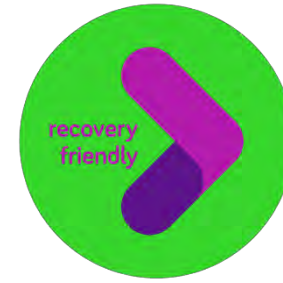
- Substance Use Disorder falls on a continuum
- “People will choose their own pathway based on:
 - Cultural values
 - Socioeconomic status
 - Psychological and behavioral needs
 - The nature of their SUD”

What is Recovery Capital?

Recovery capital refers to the internal and external resources necessary to achieve and sustain recovery.



Personal Capital

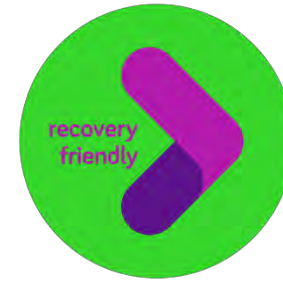


Individual attributes and possessions including:

- Strength
- Determination
- Resiliency
- Education
- Financial resources



Family and Social Capital?

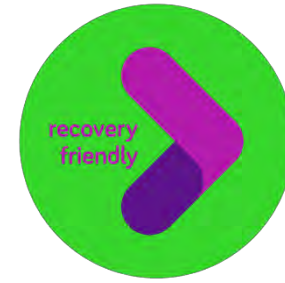


Basic human needs and development

- Nurturing
- Love
- Friendship
- Support
- Guidance and direction
- Sense of belonging
- Community



Community Capital?

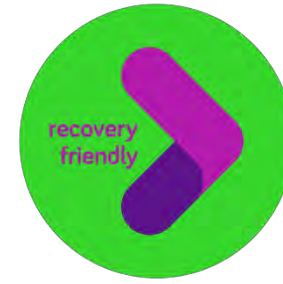


Community Resource and Support including:

- Recreation
- Mutual aid meetings
- Recovery community organizations
- Community services & resources
- Recovery friendly workplaces
- Recovery ready communities



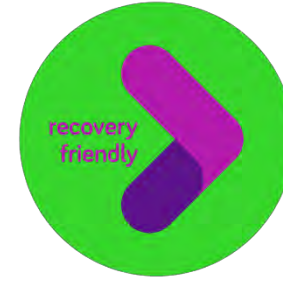
Cultural Capital?



A form of community capital that may be relevant to:

- Family tradition and ritual
- Faith or belief system
- Ethnic culture
- Community of identity





What is Stigma?

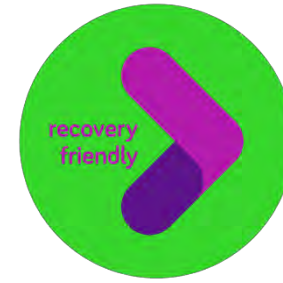
- Stigma is the combination of a label and a stereotype generalized to a group of people without regard to their individuality
- Substance use disorders are one of the most stigmatized conditions in the world
- Impacts public support and opinion, and can be internalized by an individual

“Reducing a person to nothing more than their difficulties is one of the most damaging and dehumanizing forms of language. It denies the existence of any facet of the person, any relevant roles or characteristics, other than their diagnosis.” (Perkins & Repper, 2001)

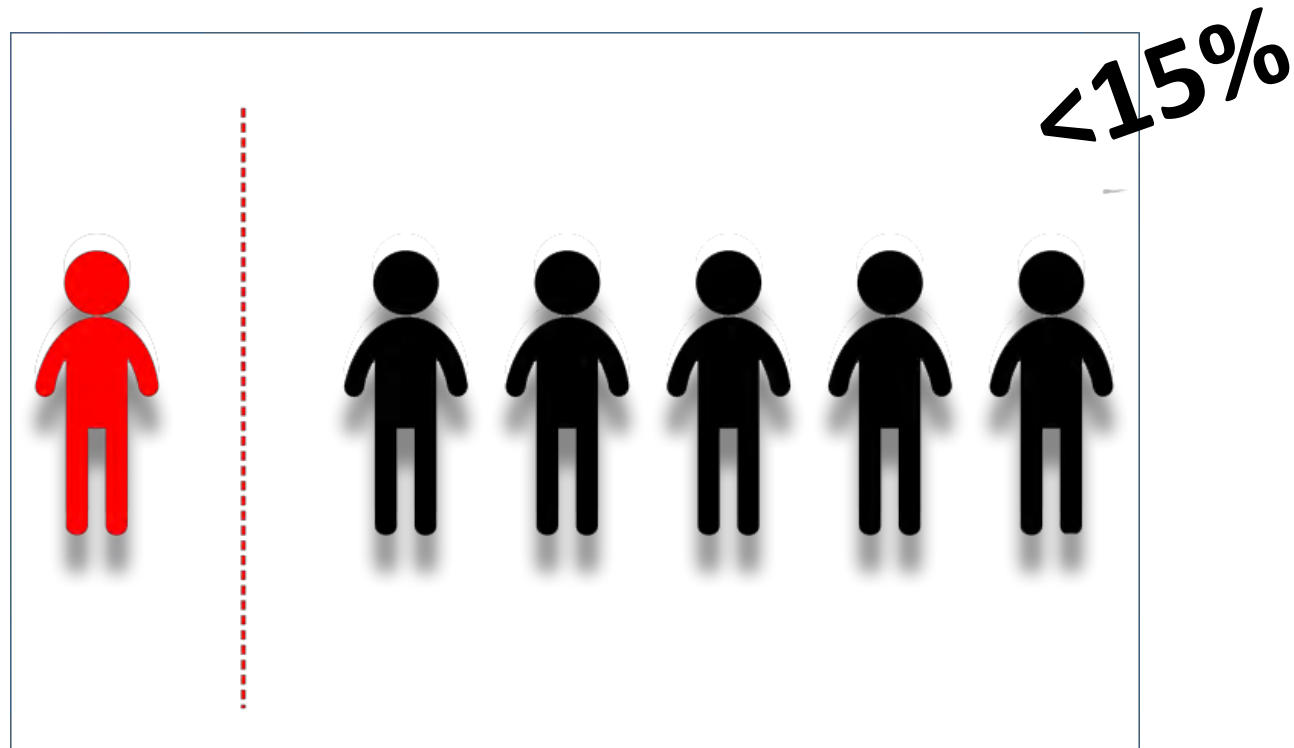
Stigma



Discrimination



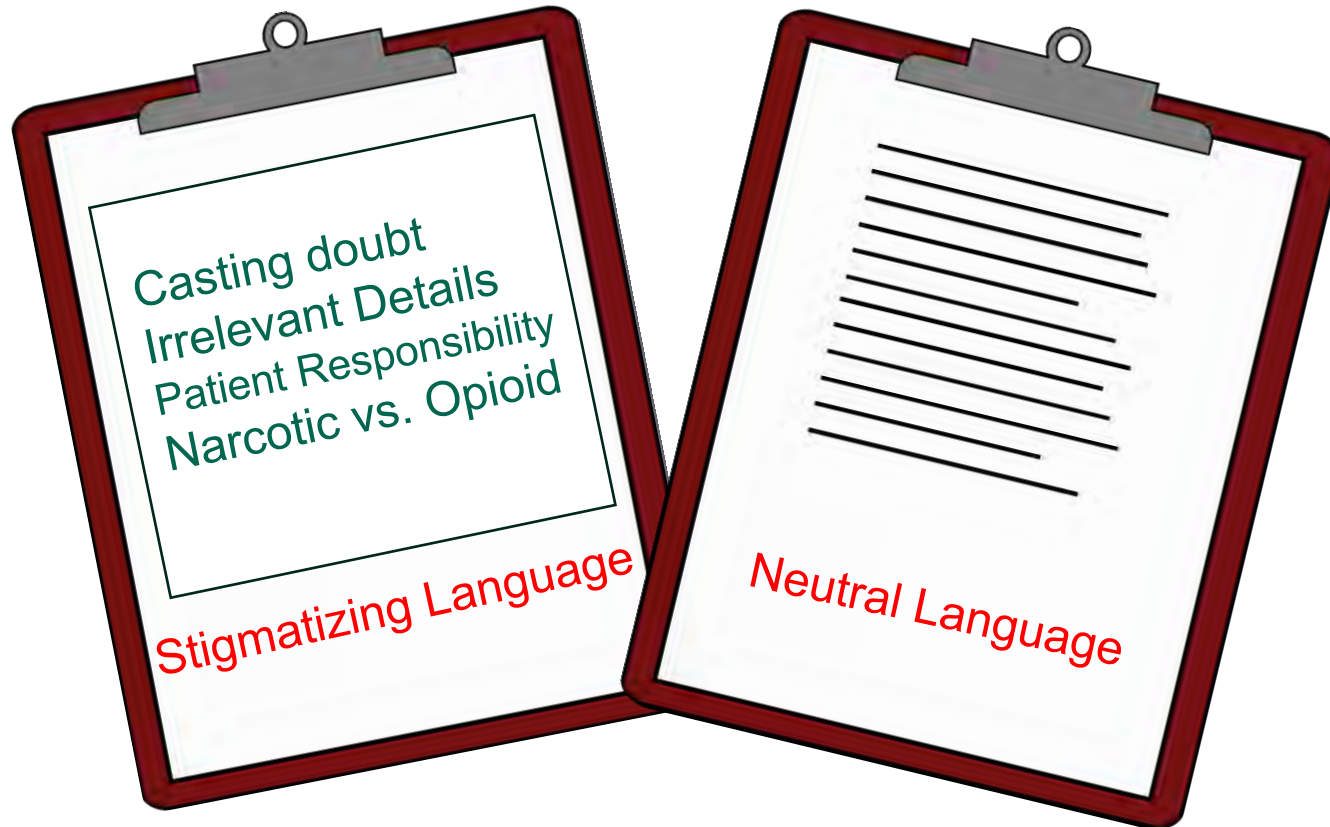
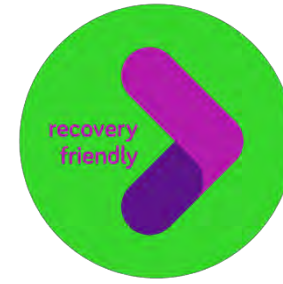
Impact of Stigma



(Source: Dianova, Consequences of Addiction Stigma, 2018)

Language Matters Study

Journal of General Internal Medicine (2018)



Results

For the patient described with stigmatizing language:

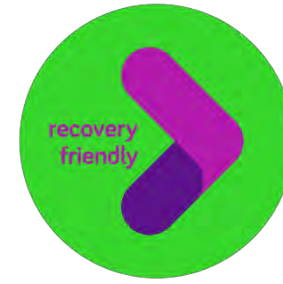
- Attitudes
 - More negative
- Pain Management
 - Less aggressive

“Attention to the language used in medical records may help to promote patient-centered care and to reduce healthcare disparities for stigmatized populations.”

Language Matters

Say This

- **Person with a substance use disorder**
 - **Person with an alcohol use disorder**
- **Person in recovery**
- **Person living with an addiction**
- **Person arrested for a drug violation**
- **Person with a felony**
- **Choose not to at this point**
- **Medication is a treatment tool**
- **Had a reoccurrence**
- **Maintained recovery**
- **Positive/negative drug screen**
- **Substance use/misuse**



Not That

- **Addict, junkie, druggie**
 - **Alcoholic**
- **Ex-addict**
- **Battling/suffering from an addiction**
- **Drug offender**
- **Felon**
- **Non-compliant**
- **Medication is a crutch**
- **Relapsed**
- **Stayed clean**
- **Dirty/clean drug screen**
- **Substance abuse**

Resources



2-1-1 NH: <https://www.211nh.org/>

1-866-444-4211 or 2-1-1



The Doorway NH: <https://www.thedoorway.nh.gov/>



9-8-8 National Suicide & Crisis Hotline:
<https://988lifeline.org/>



Image: Britannica

Recovery Friendly Institute
[RFW Institute – National Recovery Friendly Workplace Institute](#)
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Helping Job Seekers with a History of Harmful Substance Use Find and Keep Jobs

Session 2, Getting Hired-Practical Strategies, August 7, 2024

Ten Practical Strategies to Help People With Substance Use Disorders Get Hired

Jeanne Venuti, NH Recovery Friendly Workplace
Jackie Pogue, Dartmouth Institute for Health Policy and Clinical Practice

What we are talking about today:

- ❑ Criminal records
- ❑ Building employer relationships
- ❑ Disclosure



1.

Engage People in Job Services

Disengagement
is the most
common barrier

Engagement is key

- People feel discouraged about their chances
- They have a lot going on
- Keep reaching out
- Build rapport
- Be flexible and hopeful
- Follow through on what you say you are going to do



2.

**Learn about the
criminal record**

There's a lot
of jargon.

Get a copy of the RAP sheet

- Sometimes you can get them from current probation or parole officers
- Request online, mail, or walk-in at NH State Police
 - Completed form and \$25, may need fingerprints, government ID
- National background check from the FBI
 - Fingerprints and \$18 fee

Familiarize yourself with what is on the record.

3.

Seek legal remedies

A pardon from the governor?

Annulments in New Hampshire

- Can annul all arrests and non-convictions
- Various wait times from when sentence is complete
- It's very complicated but help is available

Legal Resources

- State Police background checks- <https://www.nhsp.dos.nh.gov/our-services/criminal-records/criminal-history-record-requests>
- FBI background checks- <https://www.fbi.gov/services/cjis/identity-history-summary-checks>
- 603 Legal Aid- <https://www.603legalaid.org/how-to-remove-your-criminal-record>
- Annulments- <https://www.nhsp.dos.nh.gov/our-services/criminal-records/criminal-record-annulments>
- NH Disability Rights Center- <https://drcnh.org/disability-issue-areas/employment/>

4.

Know the laws

Laws and Occupational Bars

- ❑ Some jobs are not available to people with certain convictions, usually the conviction and job are related
- ❑ Important to counsel people about these barriers
- ❑ Apply for waivers with state licensing boards
- ❑ Employers are required to examine records on case-by-case basis (Title VII of the Civil Rights Act)

Pop Quiz: When working with someone with a criminal record, which strategy is most helpful for getting them a job?

- A. Looking for a list of companies that hire people with criminal records.
- B. Not telling the employer about their criminal record and hoping that the employer does not find out.
- C. Coaching the individual to talk about why the felony was not their fault.
- D. Helping the individual meet the employer face-to-face.

5.

**Help the individual
prepare to talk
about their record**

This can take a
lot of practice!

Coaching People to Explain their Record

- It can be hard for people to explain their criminal record to an employer. They are often used to lying about it.
- We can coach people on how to talk about it
 - Helpful format: 1) State the convictions; 2) Express regret; 3) Show how you have changed your life/ learned from mistakes; 4) Explain how you would be a good employee
- Practice, practice, practice

When and how to bring it up

- Applications
- Interviews
- Concise written statement
- Short speech
- Letter of explanation



6.

**Build employer
partnerships**

It's all about relationships

- Get to know the business
- Build trust and respect
- Learn about hiring process
- Emphasize strengths
- Be honest
- Network with Recovery Friendly Workplace, American Job Centers



Top reasons why employers hire people with criminal records, by percent (73 employers)

1. Person had **qualifications** to do the job- **42%**
2. Person had **good interviewing** skills and enthusiasm for the job- **22%**
3. Someone with a connection to the employer referred the person- 18%
4. They believed the person had changed and should get a second chance- 15%
5. Time since conviction- 14%
6. Person was sincere and honest in explaining their background- 8%
7. Thought the person seemed dependable- 7%
8. Conviction was not related to the job- 5%

7.

Facilitate in-person meetings between the hiring manager and job seeker

Make the in-person connection

Hiring managers and job seekers need to connect in person. Make the magic happen!



8.

**Counsel people
about disclosure**

Help people decide what personal information to share with the employer

- What is the person's preference?
- What have their past experiences been like?
- Will they need accommodations?
- Will they need on the job support?
- What exactly will they share and when?

9.

**Provide job
retention support**

Can I give you a
ride to work?

Stay connected after the job starts

- Maintain frequent contact
- Job coaching
- Money management
- Help arranging appointments
- Find new recovery groups

10.

Stay positive!

Our hopeful
attitudes make
a difference

Avoid a scarcity mentality

- Focus on people's strengths
- Maintain empathy
- Keep trying
- Explore education and training
- Help people get jobs they want



Thanks!

Any questions?

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Session 3, After Hire- Supporting Job Retention and Career Development,
August 21, 2024



Job Retention and Career Development

Matthew McKenney, CEO, Institute for American Apprenticeships

Strategies for Supporting and Retaining People in Recovery

The goal for today is to share strategies for employers and placement resources to support individuals in recovery post job placement.

- Schedule regular check-ins with client(s)
- Set clear expectations
- Connect with Mentors, Leaders, and HR support (Include them in check-ins when appropriate)
- Navigate disclosure conversations
- Make yourself available to help support your client and the employer
- Encourage clients to build on positive employment experiences





Onboarding – Employers

Onboarding is more than orientation and an introductory presentation.

- It makes new employees feel like part of your company and sets clear expectations
- An opportunity to showcase your organizations culture, values, and mission
- Highlight differentiating benefits that your company offers
- Reaffirm your organizations support and resources for your employees (including people in recovery)
- Ensure new employees meet and get contact information for the people that will be able to answer their questions and provide support
- Onboarding is a process not a single event, so be sure to schedule proactive touch points with your employees



Onboarding – Placement Support Resource

Navigating an employer onboarding is critical to understanding the benefits and resources available to a person in recovery.

- Learn the company's onboarding process (attend as a participant if possible)
- Get to know the organizations culture, values, and mission
- Highlight benefits that the company offers that can support your clients' specific circumstances
- Ensure they meet and get contact information for the people that will be able to answer their questions and provide support
- Introduce yourself to the organization as a support resource for your client beyond placement

Training, Development Planning – Placement Support Resource

Career planning and development can increase a person's recovery capital and allow them to access new opportunities.

- Assist in finding a Mentor
- Encourage clients to explore Career Development Pathways
- Review Individual Development Plans and help set goals
- Explore Degree Programs/Tuition Assistance
- Apprenticeship Pathways ensure skill gain and job placement
- Take advantage of learning resources (e.g., LinkedIn Learning)



Resource Mapping your Communities (Employers, Employees, Support)

Resource mapping, also known as asset mapping or community mapping, identifies and collects a community's potential partners and resources. Organizations and Individuals benefit from community support.

- Social Services
- Libraries
- Remote Work
- State/Local Government Agencies
- Health Care Providers
- Nonprofit Community Organizations
- Education Institutions
- Military
- Local Police/Fire Department
- Business and Individuals

