



Banding Together: Cross-System Collaboration Is Key

September 14, 2021



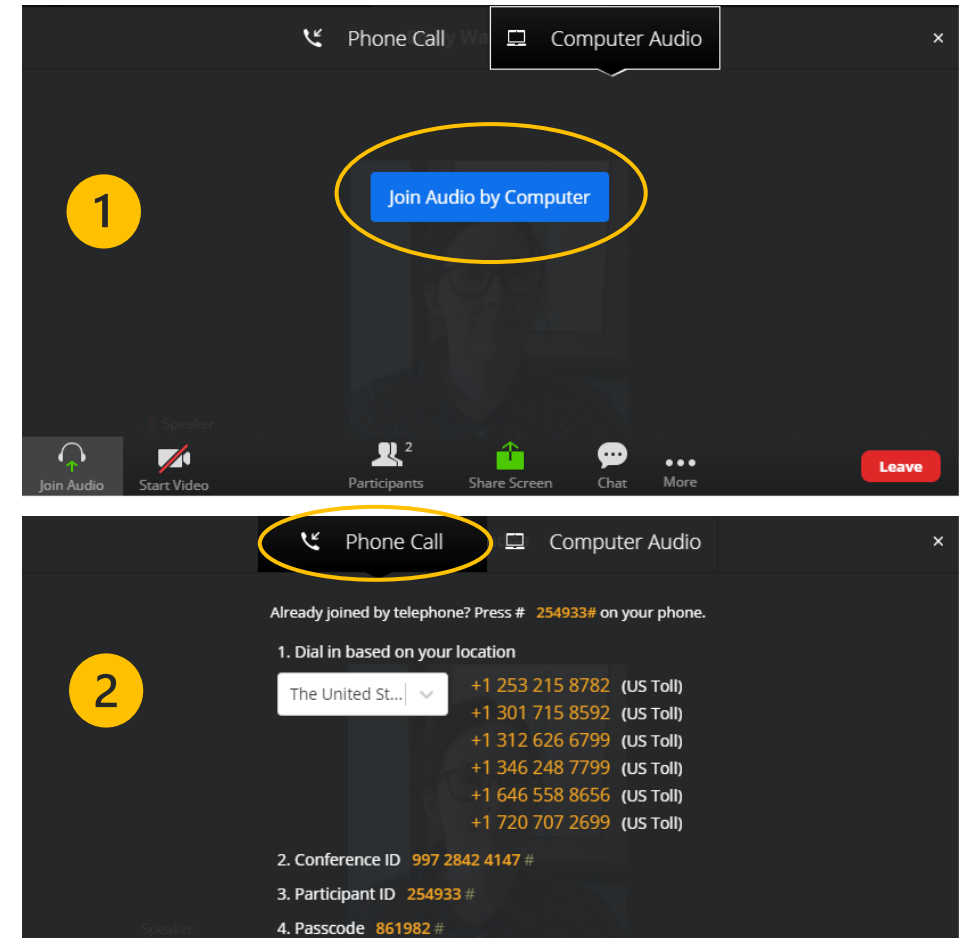
This event is being recorded.



Audio is now broadcasting.

Connecting Your Audio

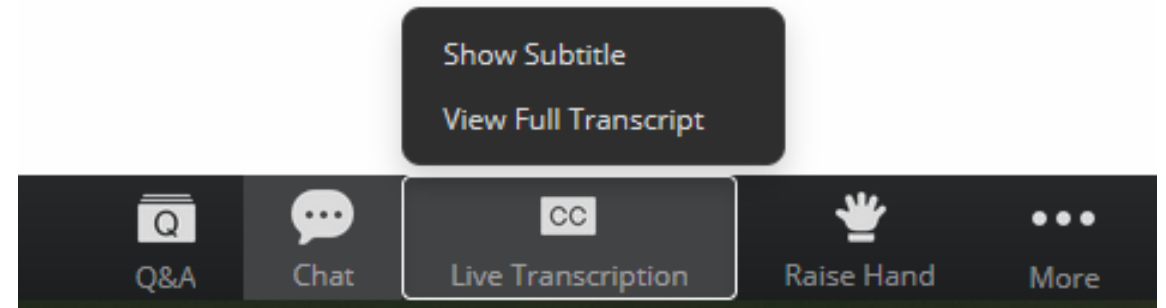
- 1 Join using **computer audio** and a plug-in headset or computer speakers
- 2 If you choose to connect by phone, select phone call tab and enter your **Conference ID and participant ID**



Live Captioning is Available

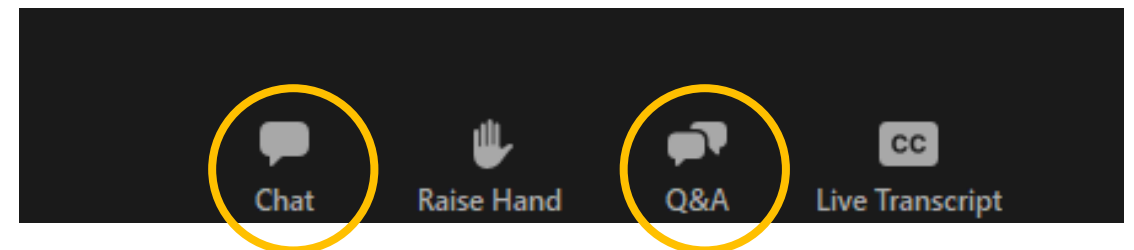
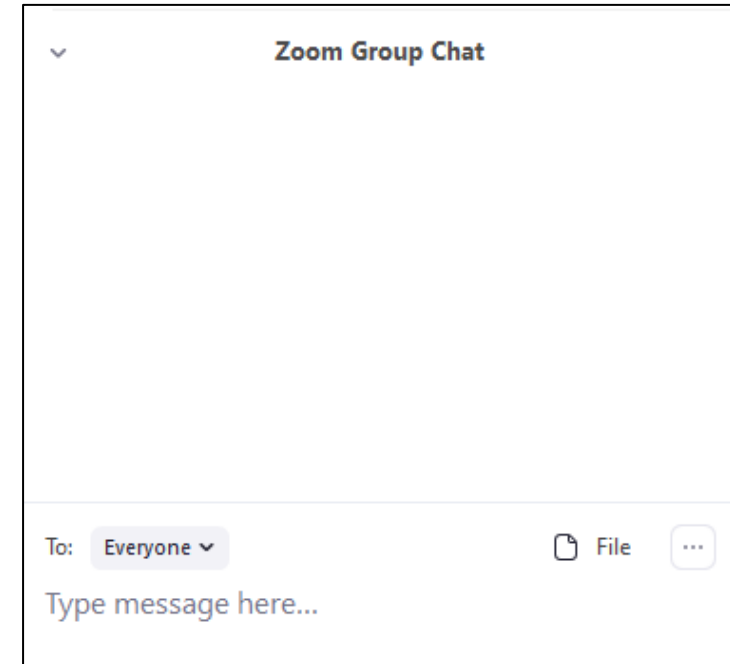
Prefer to see your captions in a new browser tab? Click the link in the chat box to access captions during the live event.

- Captions will open in a new window or tab that you can position anywhere you like on your screen. You can adjust the size, color, and speed of the captions.
- Type in the **Chat Box** if you need assistance.



Housekeeping: How to Participate

- **Chat:** Need Tech Support? Use the Chat box! Our team will reply in a private message. To message directly search for “TECH |_____”
- **Q&A:** Questions for our presenters today? All content questions go into the Q&A box.



Continuing education credits/hours are approved for:

- Licensed Alcohol and Drug Counselors (LADC),
Bureau of Substance Addiction Services
(BSAS)/Massachusetts Department of Public Health
(MA DPH)
- NAADAC, the Association for Addiction Professionals
- The National Association of Social Workers (NASW) -
Massachusetts Chapter

Social Sharing

- Use hashtag #workingrecovery2021 to share insights from the symposium on your favorite social platforms
- Follow #workingrecovery2021 on Twitter for live-tweets from your fellow attendees





This virtual symposium, WORKING RECOVERY, is sponsored by Massachusetts Access to Recovery (ATR), a project of Advocates for Human Potential, Inc. (AHP), and funded by the Massachusetts Department of Public Health/Bureau of Substance Addiction Services (BSAS).



**Ramona Rivera-
Reno, M.S., GCDF**

Executive Director of Re-
Entry & Recovery Program
MassHire Holyoke



Joey Cuzzi

Executive Director
New England Culinary
Arts Training (NECAT)



Doreen Treacy, M.Div.

Vice President
MassHire Downtown Boston
Career Center



Vinnie Rege

Dean, Business and
Experiential Education
Bristol Community College



Ramona Rivera-Reno, M.S., GCDF

Executive Director of Re-Entry
& Recovery Program

MassHire Holyoke

MassHire Holyoke 2019 Demographics

Characteristic	No.	%
Gender		
Male	4297	49%
Female	4428	51%
TOTAL	8725	
Ethnicity		
White	3907	45%
Black or African American	643	7%
Hispanic or Latino	4297	49%
American Indian or Alaskan Native	81	1%
Asian	119	1%
Hawaiian Native or Other Pacific Islander	28	0%
Other	4141	47%

Characteristic	No.	%
Age (years)		
18 and under	1344	15%
19-21	477	5%
22-45	4396	50%
46-54	1226	14%
55 and over	1283	15%
Education		
Less than High School	2063	24%
High School Diploma/GED	2944	34%
Some College/Voc Degrees	1149	13%
Associates Degree	585	7%
Bachelors Degree	669	8%
Advanced Degree	289	3%
Information Not Available	1027	12%

Four Domains of Recovery Addressed by ATR



HOME



HEALTH

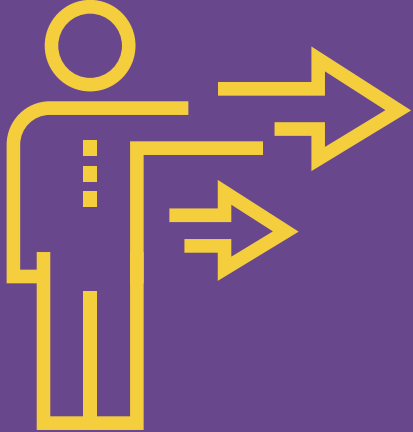


PURPOSE



COMMUNITY

FIRST INTAKES



- January 30, 2011
- Started in Springfield and Boston
- Early employment services included
 - Referral to American Job Center (MassHire)
 - One-on-One Career Support
- Paths to Empowerment (P2E) evolved from need to address employment in a group format



- Career Readiness
- Career Exploration
- Job Search Preparation
- Online Job Search
- Criminal Offender Record Information (CORI) Knowledge

- Interviewing
- Communication-interaction
- Money Matters
- Job Retention

Alive and Free, “Live Up To Your Future Economic Opportunity”

Monday, Day One	Tuesday	Wednesday	Thursday
Introduction to ATR/CBI/P2E & Alive & Free— Overview of P2E program, participation agreements, personal assessments, get to know yourself and others, and daily reflections	Awareness/Trust Building— Overcoming fears, addressing reluctance to change, the value of diversity in groups, and fostering personal growth	Understanding/Mind Opening— Problem-solving, decision-making, communication, and goal-setting/achieving	Acceptance/Change/Rebuilding— Self-acceptance, accepting change, understanding and addressing feelings, and building confidence

- 19 trained facilitators across five cities
 - 9 men
 - 10 women
 - 5 bilingual facilitators
- Offer 8 cohorts per month, average of 96 participants in total monthly
- Cohort for Spanish speakers every other month
- Biweekly facilitator meetings
- Ongoing professional development

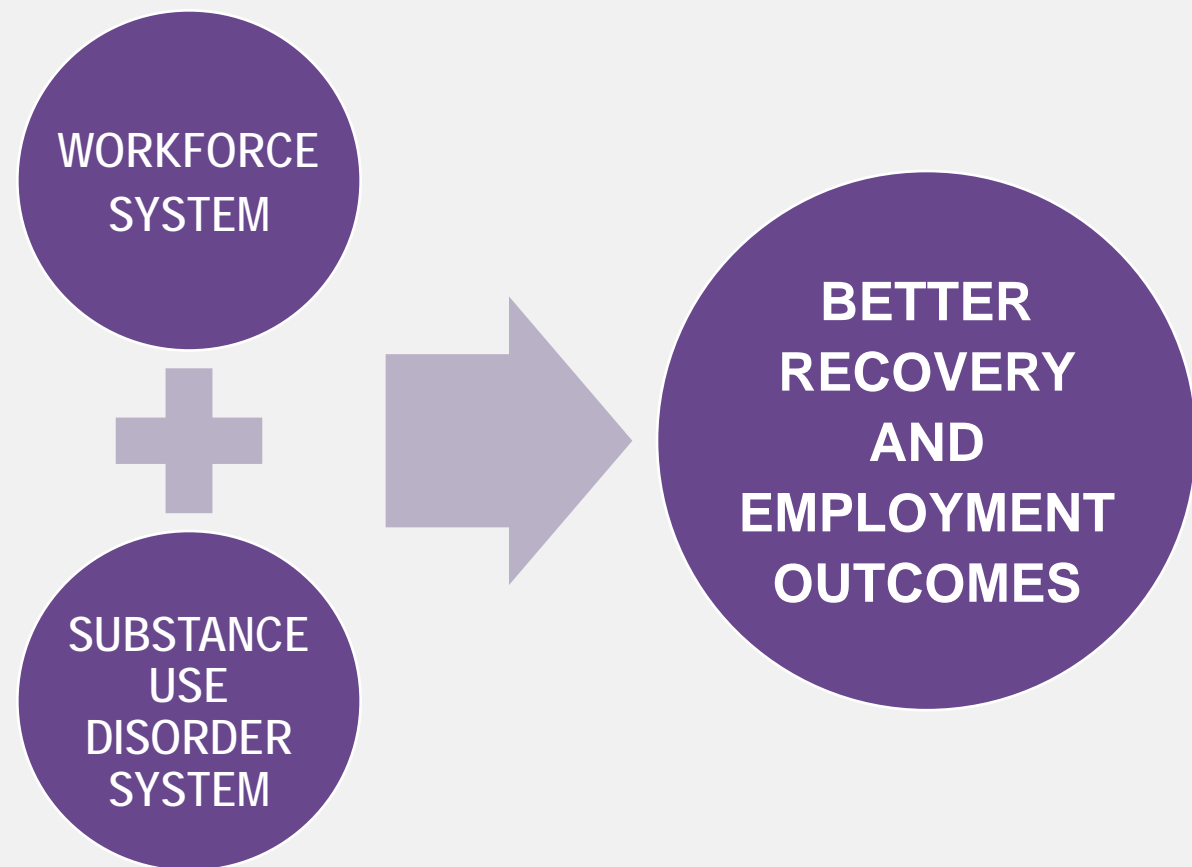




Doreen Treacy, M.Div.

Vice President

MassHire Downtown Boston
Career Center



- MassHire Downtown Boston is part of the national American Job Center Network.
- In Massachusetts, the 29 MassHire Career Centers operate under the Executive Office of Labor and Workforce Development Department of Career Services.
- The Massachusetts system is branded under the name “MassHire.”
- At our center we primarily serve Boston residents, but if you are a member of any Career Center in the state, you have access to services at every Career Center.

A proud partner of the
americanjobcenter
network



Career Centers serve as a vital link between workers and employers to bring about economic opportunity.



Paths to Empowerment Program

Since 2011, our Career Center has assisted more than 1,500 people on their personal and career journeys through the Paths to Empowerment (P2E) program.





Pandemic Pivots

BARRIER: A technology divide

SOLUTION: ATR purchased computers and hot spots

BARRIER: Digital literacy

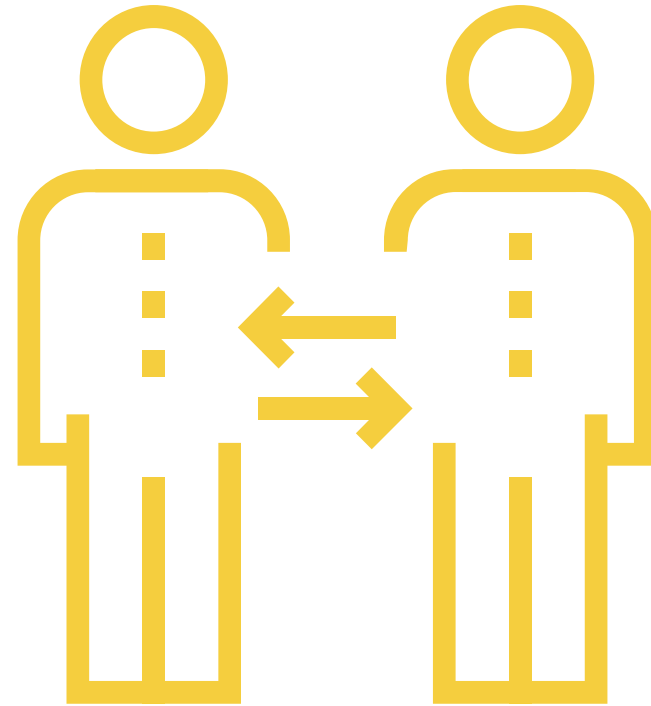
SOLUTION: Hired a second facilitator to troubleshoot with participants

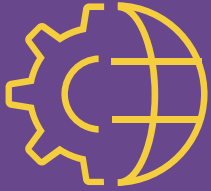
BARRIER: Staff tech skills

SOLUTION: More tech-savvy staff mentored staff who were less proficient



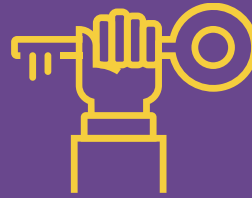
- Appreciation of the lost opportunity in the labor market
- Awareness that we could be doing more to advocate for reforms to support individuals in recovery
- Having experienced the positive outcomes of this partnership, we want to do more of it—we stand ready to take on more





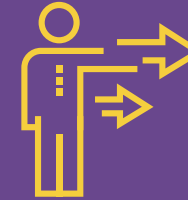
COMPETENCY

“One thing the facilitators helped with was learning how to use Google drive and how to properly create emails...very helpful in preparing me on working with computers.”



STRATEGY

“P2E helped by making me more comfortable in an interview setting, also by giving me more insight into my CORI and gaps in employment and how to speak about them in a way that’s helpful.”



FUTURE FOCUS

“All of the facilitators took the initiative to help us realize that we could be successful in any of fields in the workforce if we put our minds to it! And when you finish the program they are still around to help.”

“I would definitely recommend P2E to anyone and everyone I feel it could help.”



Joey Cuzzi

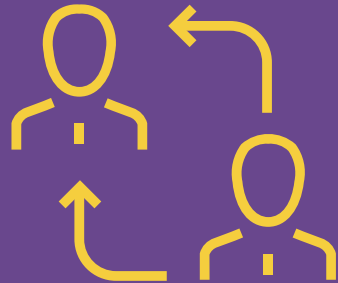
Executive Director
New England Culinary Arts
Training (NECAT)

A background image showing several chefs in a kitchen. They are wearing white chef coats and orange hats. One chef in the foreground is looking down, focused on a task. The kitchen environment is visible in the background with various equipment and ingredients.

Mission

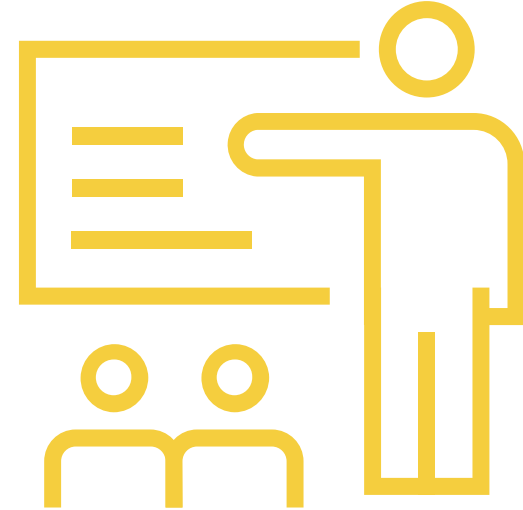
NECAT empowers adults facing barriers to employment through training in culinary skills, social-emotional development, and career readiness for success and long-term stability.

NECAT and ATR



- Decline in unemployment rate = greater enrollment of participants with multiple barriers to success, one being substance use recovery
- Collaboration with recovery experts becomes essential
- Reduce stigma; increase understanding of special needs; improve outcomes of program participants

- Adopted a trauma-informed approach
- Built an SEL curriculum based on Lionheart Foundation/Houses of Healing
- Navigating Transitions Program





- As NECAT built the TIC approach, it began to rely on ATR, the Gavin Foundation, and others
- Added case managers
- Created an Employer Council to advance the notion of a recovery friendly workplace



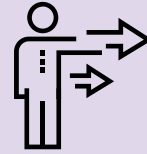
Vinnie Rege

Dean, Business and Experiential
Education
Bristol Community College

- Program in Office Support
- Classes in New Bedford campus on Tuesdays and Thursdays
- Unique partnership between non-credit and credit



Credits



23 Credits

Duration



Five Months

Courses



Courses in Office Administration, Accounting

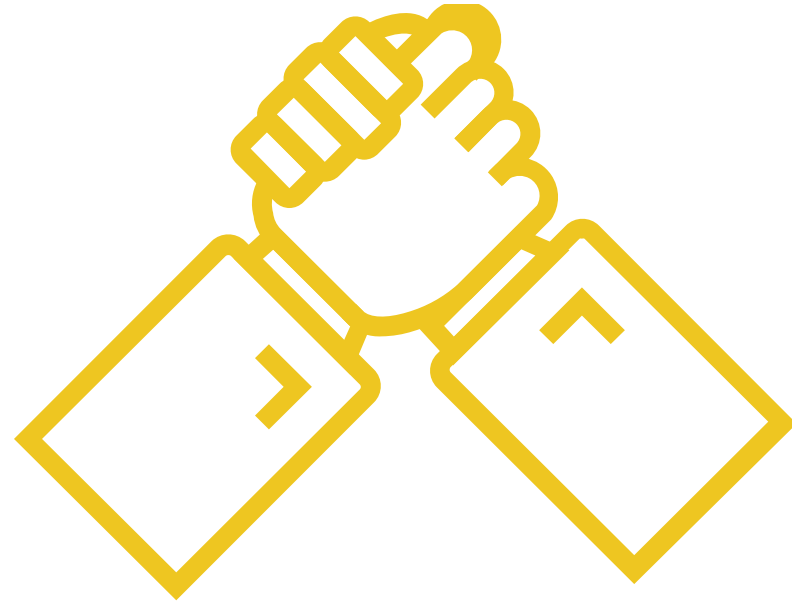


**45 Hours of
Hands-on
Internship**

**Internal or
External**

**Weekly
Classes/
Portfolio**

- Supplemental Instructor
- IT – Laptops, MiFis, etc.
- Advising



**Non-Credit
to Credit**

**Transfer into
Degree or
Certificate
Programs**

**Stackable
Credit**

**Use of Credit
for Prior
Learning (CPL)**

- Additional cohorts in Office Support
- Expanding to other disciplines



THANK YOU!

Questions



Contact Us

Ramona Rivera-Reno, M.S., GCDF

Executive Director of Re-Entry & Recovery
Program

MassHire Holyoke

RReno@massshireholyokey.org

Doreen Treacy, M.Div.

Vice President

MassHire Downtown Boston Career Center

DTreacy@masshiredowntownboston.org

Joey Cuzzi

Executive Director

New England Culinary Arts Training (NECAT)

jcuzzi@ne-cat.org

Vinnie Rege

Dean, Business and Experiential Education

Bristol Community College

Vidyanidhi.Rege@bristolcc.edu



For more information about ATR, please visit our website at www.MA-ATR.org