



Rally Employers: Now Is the Time to Advance Recovery Ready Workplaces

September 14, 2021



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

SPONSORSHIP



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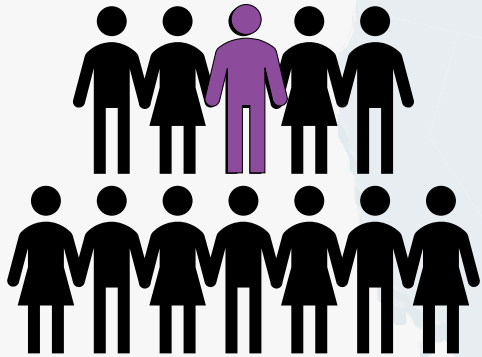


What Is a Recovery Ready Workplace (RRW)?



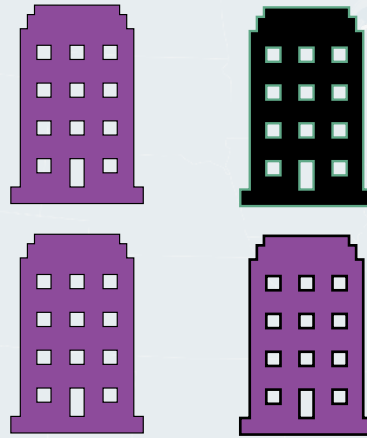
Source: <https://www.cdc.gov/niosh/topics/opioids/wsrp/default.html>

The Scope of Addiction



**One in 12 U.S. workers
has an untreated
addiction.**

Source: [National Safety Council](#)



**Over 75% of employers
have been affected by
employee opioid use.**

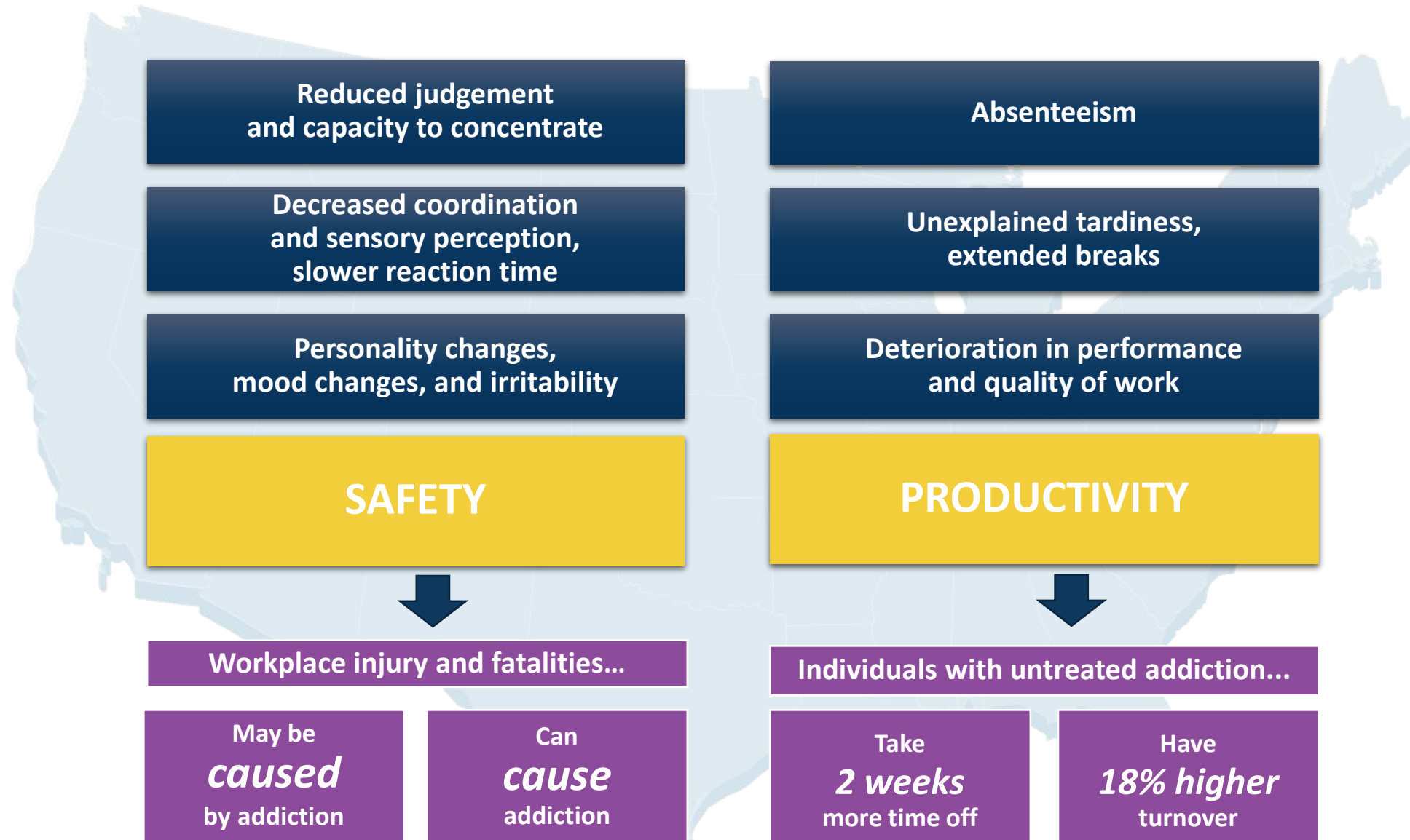
Source: [National Safety Council](#)

**\$696
billion**

**The opioid crisis alone
cost the U.S. economy
\$696 billion in 2018.**

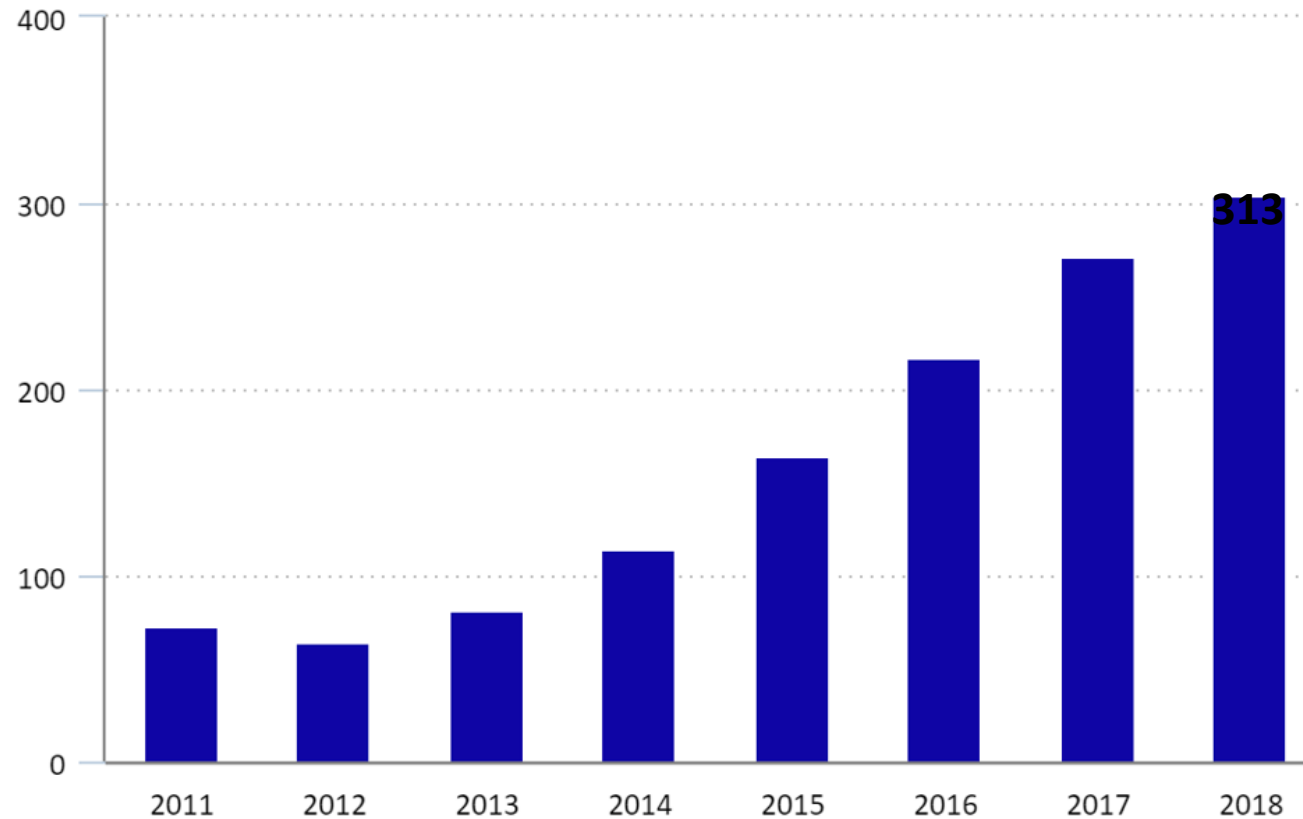
Source: [White House Council of Economic Advisers](#)

Addiction in the Workplace



Unintentional Overdoses at Work Are Increasing

Number of fatal work injuries from nonmedical use of drugs or alcohol, unintentional overdose, 2011–18



Value of RRW for Employers



Source: National Safety Council. *Opioids at Work Employer Toolkit*. Downloadable at <https://cloud.safe.nsc.org/rxemployerkit>

Source: National Safety Council. (n.d.). *Implications of Drug use for Employers*. <https://www.nsc.org/work-safety/safety-topics/drugs-at-work/substances>

Source: National Safety Council. (2020). *New Analysis: Employers Can Save Average of \$8,500 for Supporting Each Employee in Recovery from Substance Use Disorder*. <https://www.nsc.org/newsroom/new-analysis-employers-stand-to-save-an-average-of>

National Safety Council Cost Calculator

NSC Employer Cost Calculator SUBSTANCE USE

A Substance Use Cost Calculator for Employers

The National Safety Council has collaborated with an independent research institution, **NORC at the University of Chicago**, to update "The Real Cost of Substance Use to Employers" tool, originally developed in 2017 with national nonprofit Shatterproof. This cost calculator is an authoritative, easy-to-use tool providing business leaders with specific information about the cost of substance use (including prescription drug use and misuse, alcohol use and misuse, opioid and heroin addiction, as well as use of other illicit drugs and cannabis) in their workplace based on size of employee base, industry and state. [Learn More](#)

Calculate Your Workplace Costs

Where are your facilities/offices located?

-- Choose State --

How many employees in your organization?

of Employees

Add Additional State

What is your industry?

-- Choose Industry --

Email Address

Get Your Report

We will email you the results of this calculator.

About the National Safety Council
The National Safety Council is America's leading nonprofit safety advocate - and has been for over 100 years. As a mission-based organization, we work to eliminate the leading causes of preventable death and injury, focusing our efforts on the workplace, roadway and impairment. We create a culture of safety to not only keep people safer at work, but also beyond the workplace so they can live their fullest lives.



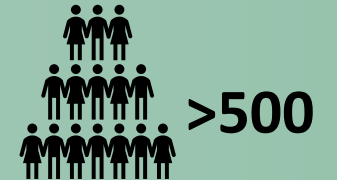
About NORC
NORC at the University of Chicago is an independent research institution that delivers reliable data and rigorous analysis to guide critical programmatic, business, and policy decisions. Since 1941, NORC has conducted groundbreaking studies, created and applied innovative methods and tools, and advanced principles of scientific integrity and collaboration. Today, government, corporate, and nonprofit clients around the world partner with NORC to transform increasingly complex information into useful knowledge. Please visit www.norc.org for more information.



**Total Cost:
\$83,692**

*A small
professional firm.*

**Avoided Costs:
\$39,660**



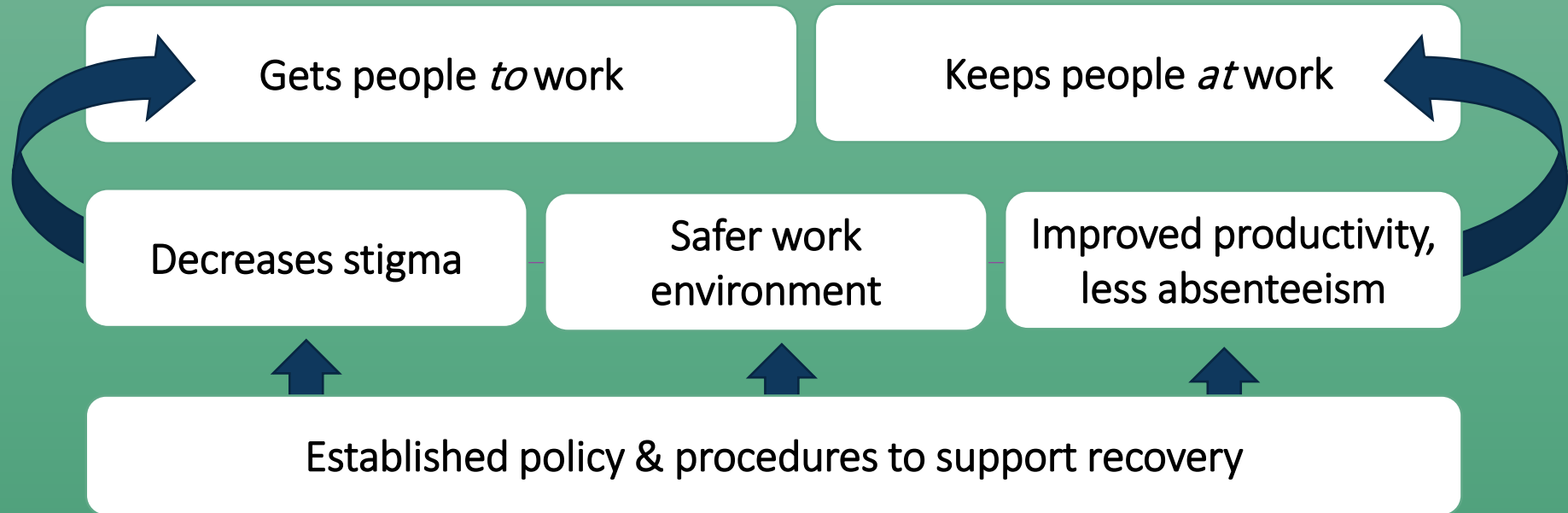
**Total Cost:
\$806,408**

*A large
professional firm.*

**Avoided Costs:
\$379,560**

Link to tool: [Substance Use Employer Calculator - National Safety Council \(nsc.org\)](https://nsc.org)

Value of RRW for Employees



The Importance of Work



Work is one of the best predictors of positive outcomes for individuals with SUDs.

Lower rates of recurrence

Higher rates of abstinence

Less criminal activity

Fewer parole violations

Improvements in quality of life

More successful transition from long-term residential treatment back to the community

Jaxon's Story

Jaxon is a construction worker for a large builder.



Jaxon broke his ankle while carrying a heavy bucket at the job site. The surgery went well, but the pain medication they prescribed got him hooked. I knew he wasn't right when we first tried to bring him back.

He looked tired, forgot simple directions, and was confused. You can get hurt very easily in that state on these jobs.

Jaxon's Story, cont'd

Jaxon is a construction worker for a large builder.



Jaxon told us about the problem with his meds. He's a long-time, dependable employee, so we said "get well and we'll bring you back." He called this morning, 2 months later, and said he's ready. He sounded good on the phone, but I don't know what he did, if he's really OK, or what to tell the crew. I hope he's OK, because I really need him!

I'm not sure what to do now.

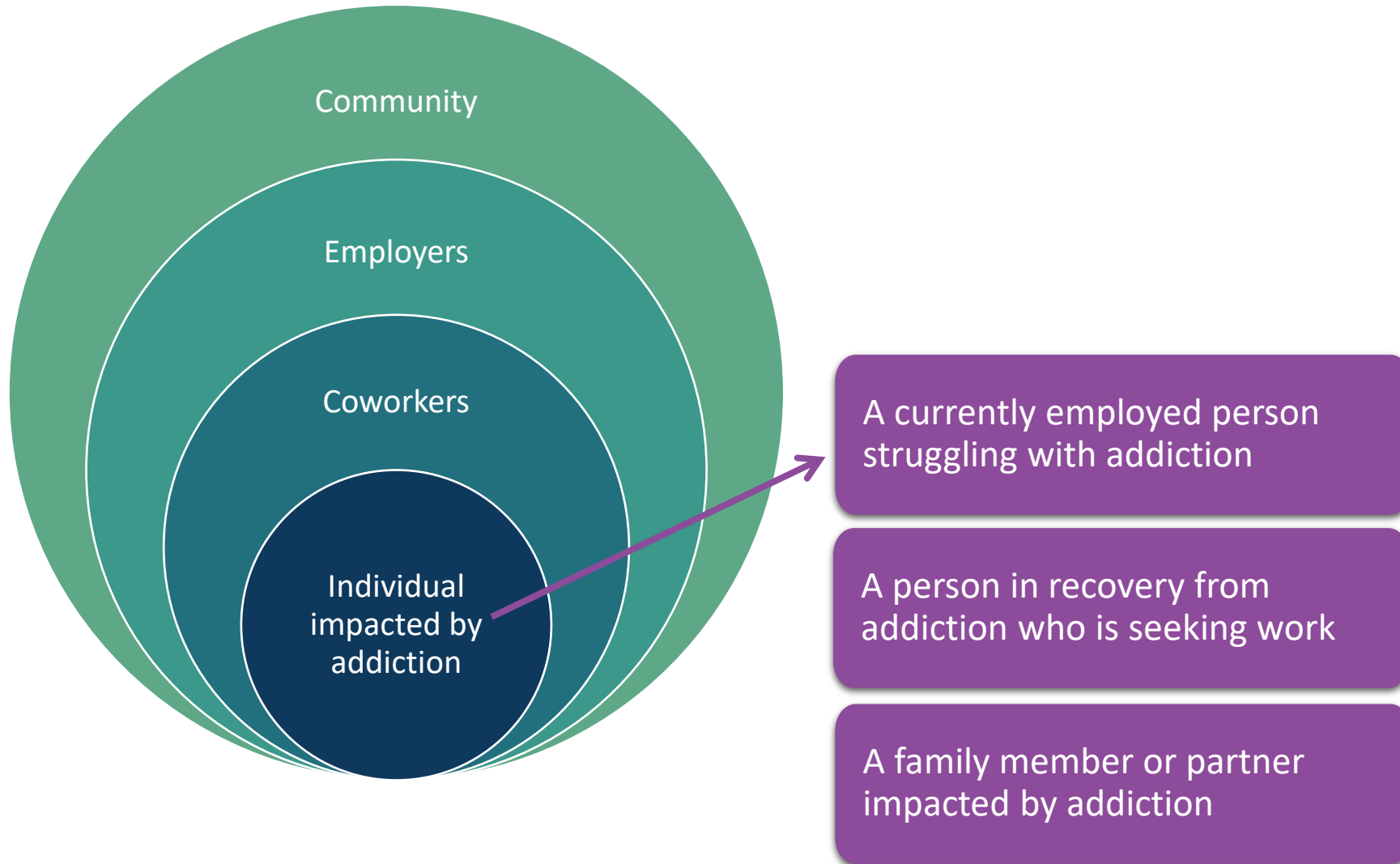


RECOVERY
— **READY** —
WORKPLACE

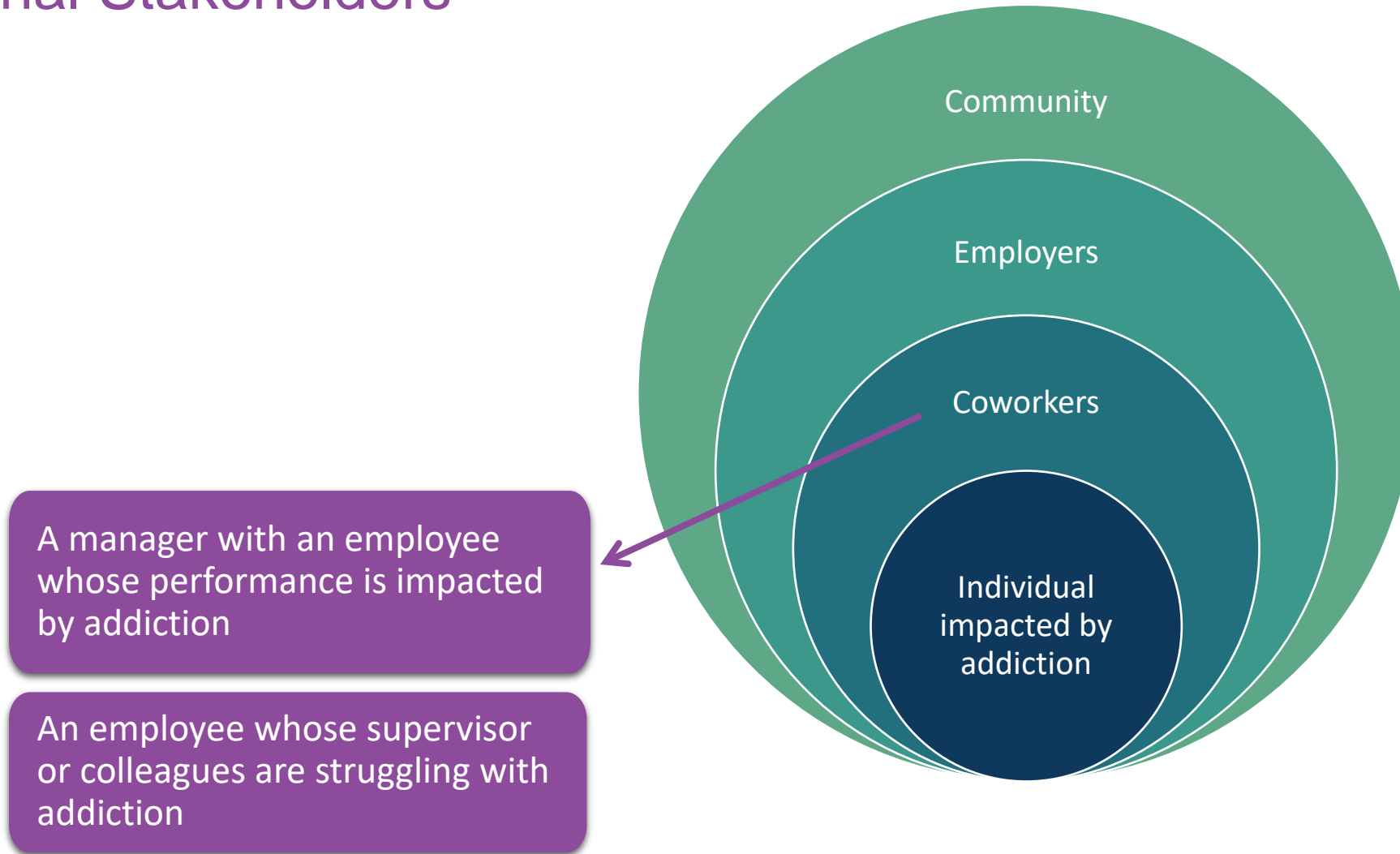
Dana Lariviere, a New Hampshire business owner, successfully implemented a recovery ready workplace program in 2016.

In early 2021, he shared his experiences with a group of business leaders from Massachusetts.

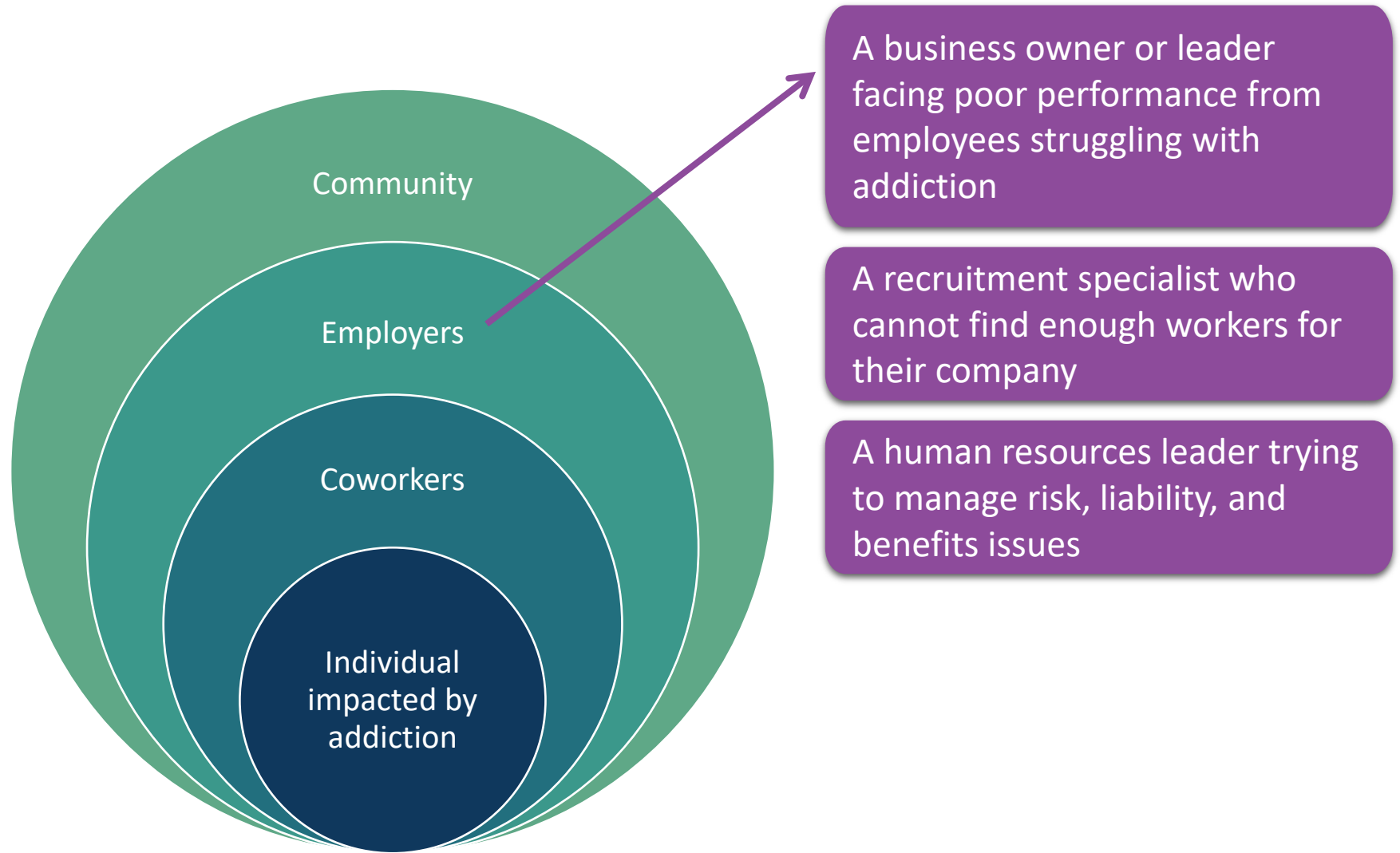
Organizational Stakeholders



Organizational Stakeholders



Organizational Stakeholders



Implementation Strategies: Overview

A Recovery Ready Workplace



Acknowledges and openly addresses the topic of drug and alcohol misuse



- Communicate about the issue to reduce stigma.
- Encourage employees to discuss substance use concerns and recovery successes.



Educates employees and customers about the disease of addiction and treatment resources and options



- Train employees on SUDs and stigma in the workplace.
- Prepare supervisors to respond to substance use concerns.
- Provide resources and access to support services.

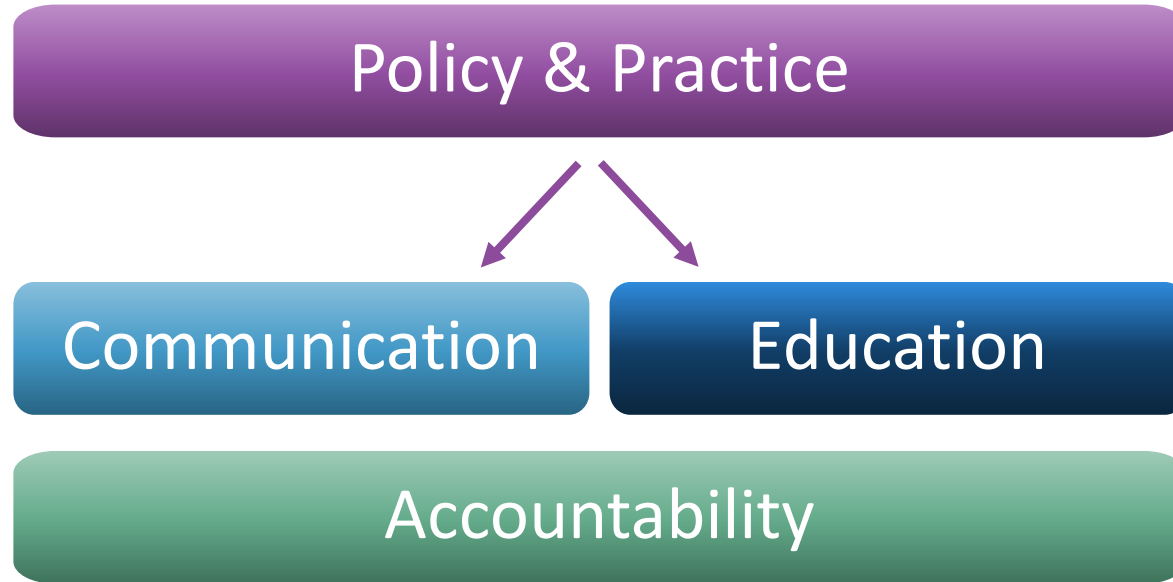


Offers policies and practices to support employees who are in recovery from addiction

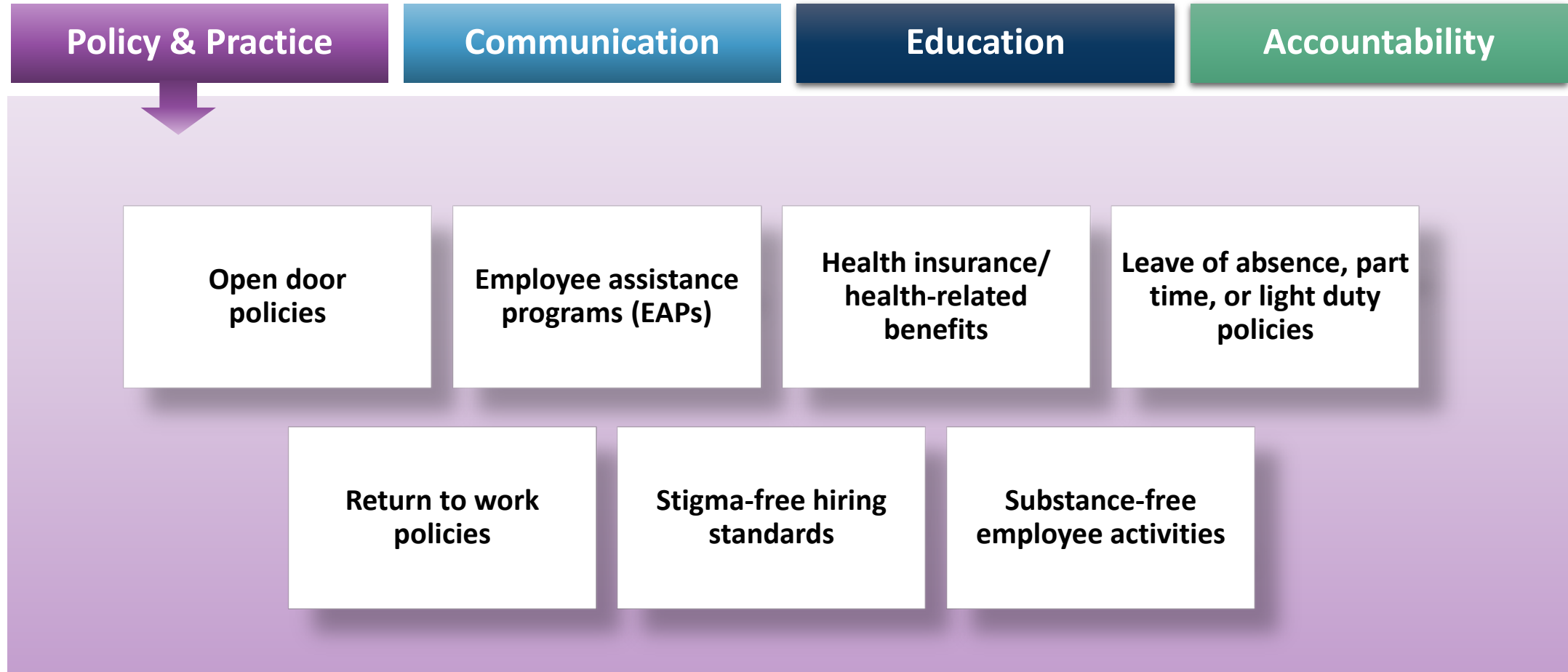


- Prioritize safety and well-being.
- Offer supportive leave policies and accommodations.
- Rethink hiring standards.

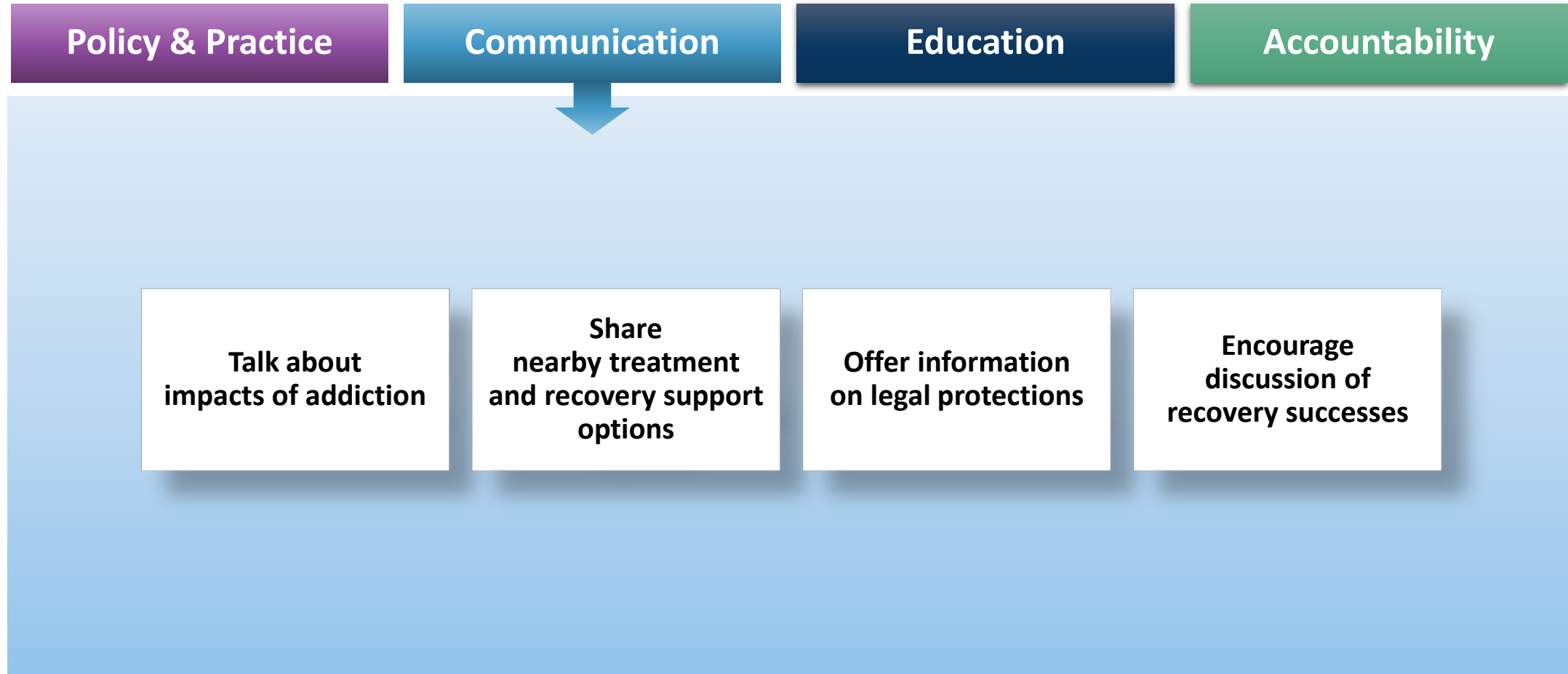
How Do We Change Organizational Culture?



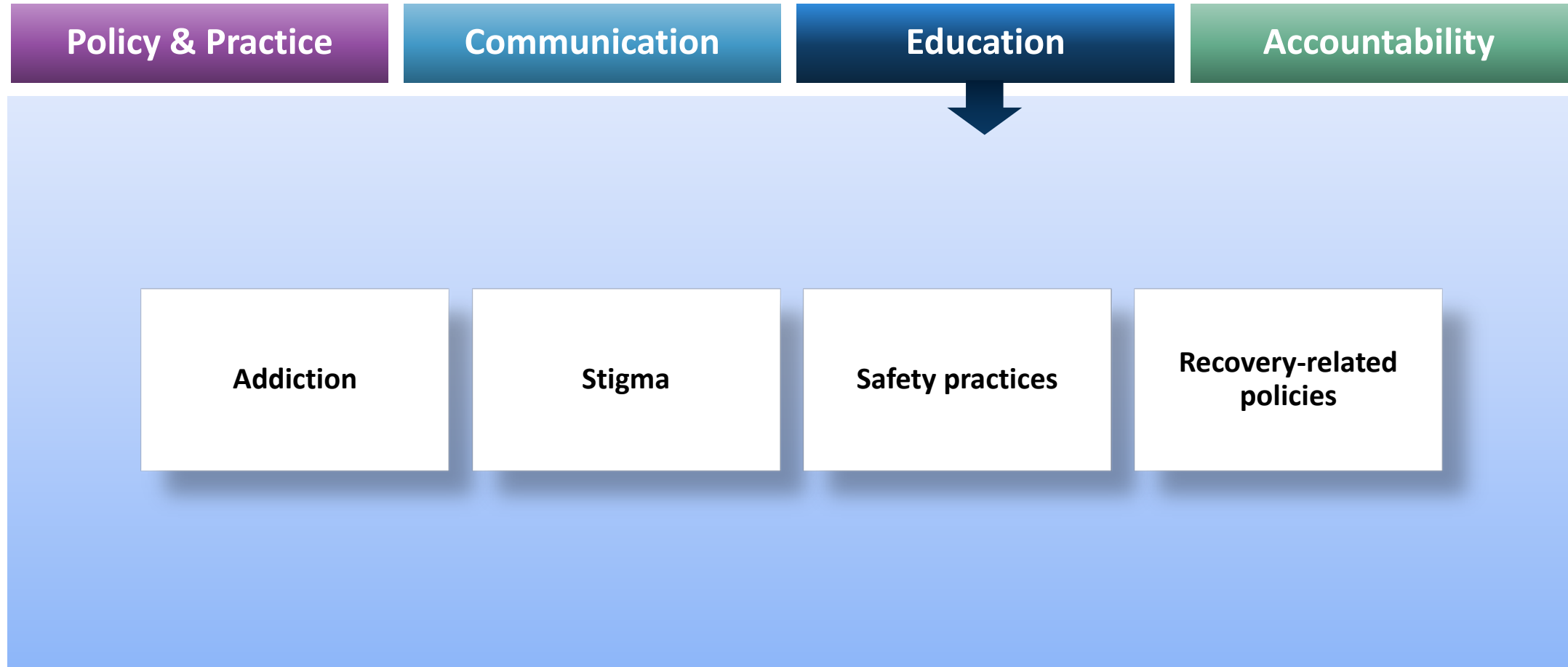
Organizational Change: Key Elements



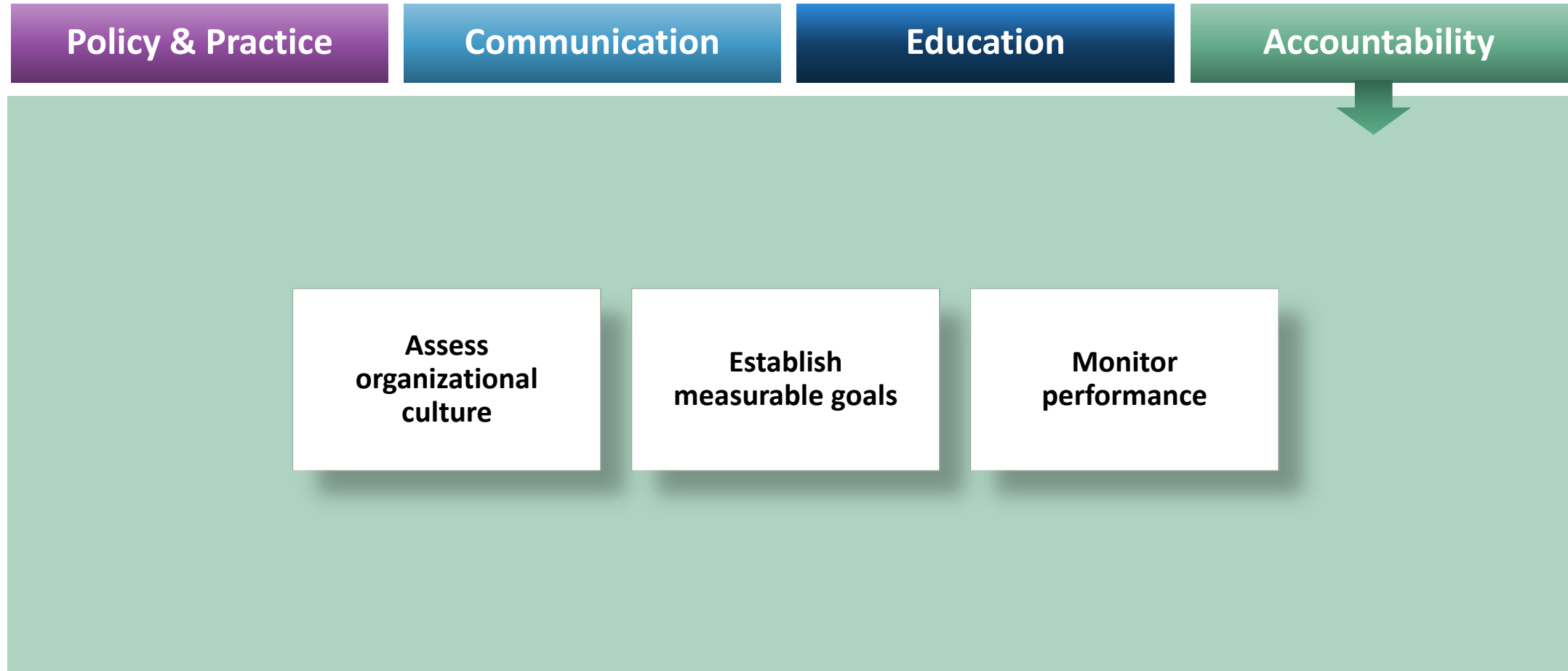
Organizational Change: Key Elements



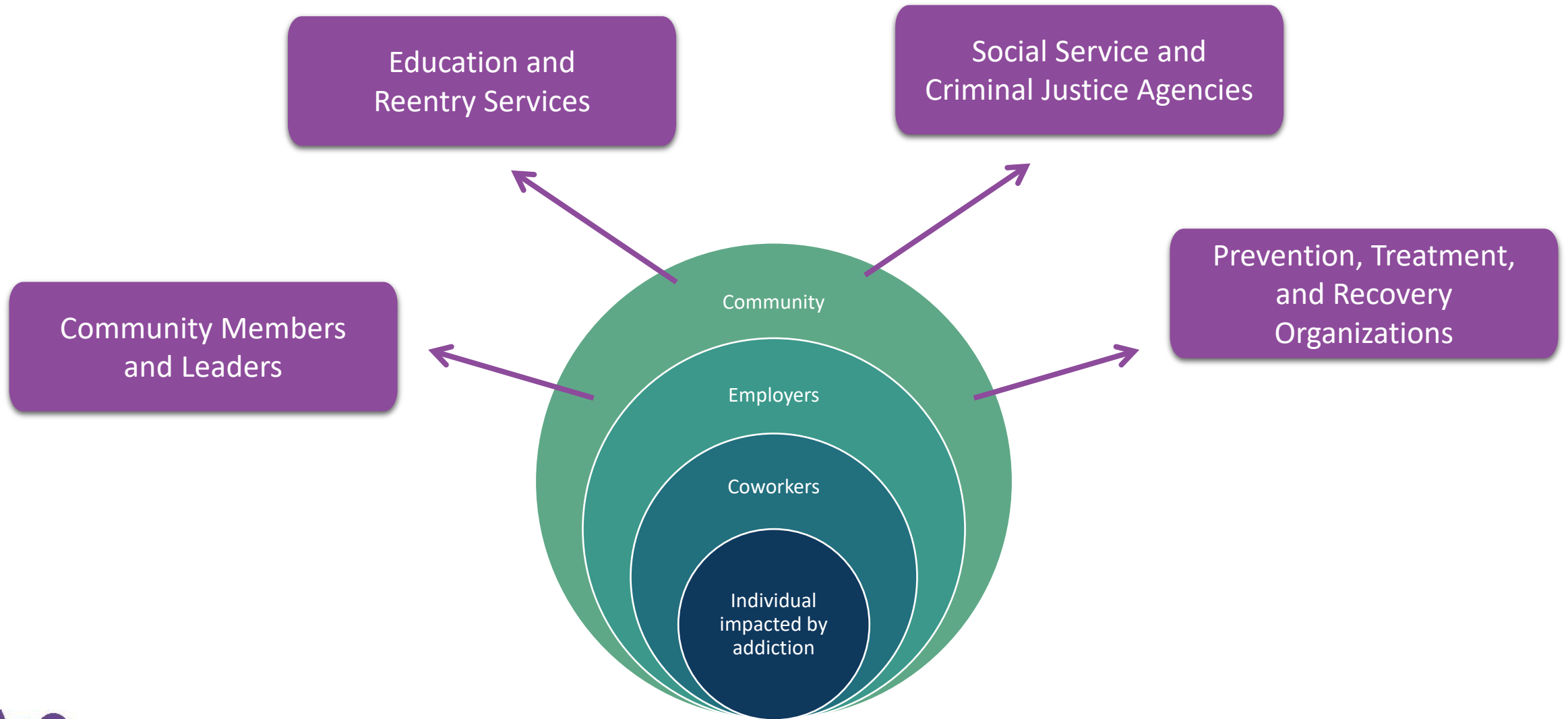
Organizational Change: Key Elements



Organizational Change: Key Elements



Moving the Needle in the Community



The Time Is Now for RRW



RRW is a priority for national organizations.

States across the country are actively pursuing RRW initiatives!

Next Steps to RRW



Let's Have a National Conversation!

Safer communities

Lower burden on public resources

Healthier residents



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